

ANNUAL WORKFORCE REPORT

Third Quarter

FISCAL YEAR 2004-05

**State of Michigan
Department of Civil Service**



Civil Service Commissioners:

**Susan Grimes Munsell, Chairperson
F. Thomas Lewand
Sherry L. McMillan
James P. Pitz**

James D. Farrell, State Personnel Director

STATISTICAL HIGHLIGHTS
Third Quarter FY 2004-05

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

Average Age	44.5
Average Annual Salary ¹	\$47,940
Average Years of Service	13.1

WORK FORCE CHARACTERISTICS

Females	50.7%
Males.....	49.3%
Eligible for Longevity	72.2%
Less than Six Years of Service	27.2%
Six to Ten Years of Service.....	19.5%
Over Ten Years of Service	53.3%
Exclusively Represented for Collective Bargaining.....	72.1%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.1%
Asian	1.1%
Black	17.2%
Hispanic	2.7%
White	77.3%
Not Disclosed	0.5%

¹ Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

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GLOSSARY

SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Table 1-1

Pay Period Number and Pay End Date 13 Jun 18, 2005

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	500.0	9.0	16.0	47.0	17.0	45.0	634.0	0.5	633.5
AGRICULTURE		500.0	9.0	16.0	47.0	17.0	45.0	634.0	0.5	633.5
ATY GNRL CENTRAL OFFICE	1101	495.0	14.0	0.0	22.0	0.0	0.0	531.0	0.0	531.0
ATTORNEY GENERAL		495.0	14.0	0.0	22.0	0.0	0.0	531.0	0.0	531.0
LEGISLATIVE AUDITOR GENERAL	0301	106.0	0.0	14.0	24.0	0.0	13.0	157.0	0.0	157.0
AUDITOR GENERAL		106.0	0.0	14.0	24.0	0.0	13.0	157.0	0.0	157.0
CIV RGHT CENTRAL OFFICE	1501	118.0	0.0	0.0	14.0	0.0	3.0	135.0	0.0	135.0
CIVIL RIGHTS		118.0	0.0	0.0	14.0	0.0	3.0	135.0	0.0	135.0
CIV SERV CENTRAL OFFICE	1901	192.0	2.0	0.0	9.0	0.0	7.0	210.0	1.0	209.0
CIVIL SERVICE		192.0	2.0	0.0	9.0	0.0	7.0	210.0	1.0	209.0
DCH-CARO CENTER	3902	409.0	1.0	1.0	0.0	0.0	15.0	426.0	0.0	426.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,481.0	7.0	10.0	22.0	0.0	79.0	1,599.0	1.5	1,597.5
DCH-CTR FORENSIC PSYCHIATRY	3920	472.0	2.0	0.0	2.0	0.0	5.0	481.0	0.0	481.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	188.0	3.0	0.0	8.0	0.0	3.0	202.0	0.0	202.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	260.0	3.0	0.0	0.0	0.0	0.0	263.0	0.0	263.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	383.0	14.0	0.0	30.0	0.0	0.0	427.0	0.0	427.0
DCH - MT. PLEASANT CENTER	3912	415.0	37.0	16.0	48.0	0.0	7.0	523.0	0.0	523.0
DCH-NORTHVILLE PSYCH HOSPITAL	3914	0.0	0.0	0.0	14.0	0.0	0.0	14.0	0.0	14.0
DCH-OFFICE OF SERVICES TO TH	3970	29.0	0.0	1.0	4.0	0.0	0.0	34.0	0.0	34.0
DCH - SOUTHGATE CENTER	3928	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-WALTER P. REUTHER PSY HOSP	3945	408.0	0.0	0.0	1.0	0.0	0.0	409.0	0.0	409.0
COMMUNITY HEALTH		4,045.0	67.0	28.0	132.0	0.0	109.0	4,381.0	1.5	4,379.5
DOC-ADRIAN/GUS HARRISON FAC	4729	511.0	0.0	0.0	1.0	0.0	0.0	512.0	0.0	512.0
DOC-ALGER MAX SECURITY CORRECT	4735	338.0	0.0	0.0	1.0	0.0	0.0	339.0	0.0	339.0
DOC-BARAGA FACILITY	4740	419.0	2.0	0.0	1.0	0.0	0.0	422.0	0.0	422.0
DOC-BELLAMY CREEK FACILITY	4748	491.0	0.0	0.0	1.0	0.0	0.0	492.0	0.0	492.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	507.0	0.0	0.0	1.0	0.0	0.0	508.0	0.0	508.0
DOC-CARSON CITY FAC/CARSON CIT	4731	539.0	0.0	0.0	1.0	0.0	0.0	540.0	0.5	539.5

MIDB HWF04 By Emp Status
Universe: HUMAN RESOURCE

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 13 Jun 18, 2005

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	567.0	0.0	0.0	1.0	0.0	0.0	568.0	0.0	568.0
DOC-COOPER STREET FACILITY	4752	382.0	0.0	0.0	1.0	0.0	0.0	383.0	0.0	383.0
DOC-CORRECTN CENTRAL OFFICE	4702	510.0	0.0	0.0	30.0	0.0	41.0	581.0	0.0	581.0
DOC-COTTON FACILITY	4720	434.0	0.0	1.0	1.0	0.0	0.0	436.0	0.0	436.0
DOC-CRANE FACILITY	4716	356.0	0.0	0.0	1.0	0.0	0.0	357.0	0.0	357.0
DOC-EGELER FACILITY	4727	734.0	0.0	0.0	1.0	0.0	0.0	735.0	0.0	735.0
DOC-FIELD OPERATION REGION III	4763	558.0	14.0	0.0	3.0	0.0	0.0	575.0	0.0	575.0
DOC-FIELD OPERATIONS REGION I	4761	518.0	0.0	0.0	2.0	0.0	0.0	520.0	0.0	520.0
DOC-FIELD OPERATIONS REGION II	4762	588.0	2.0	5.0	2.0	0.0	0.0	597.0	0.0	597.0
DOC-HANDLON MI TRAINING UNT	4705	287.0	0.0	0.0	0.0	0.0	0.0	287.0	0.0	287.0
DOC-HURON VALLEY MENS FACILITY	4715	790.0	4.0	0.0	1.0	0.0	0.0	795.0	0.0	795.0
DOC-IONIA MAXIMUM FACILITY	4724	342.0	0.0	0.0	1.0	0.0	0.0	343.0	0.0	343.0
DOC-IONIA TEMP FACILITY	4719	210.0	0.0	0.0	1.0	0.0	0.0	211.0	0.0	211.0
DOC-JACKSON CENTRAL REGION	4750	93.0	0.0	0.0	1.0	0.0	0.0	94.0	0.0	94.0
DOC-KINROSS/HIAWATHA FACILITY	4712	553.0	0.0	0.0	1.0	0.0	0.0	554.0	0.5	553.5
DOC-LAKELAND MENS FACILITY	4718	285.0	0.0	0.0	0.0	0.0	0.0	285.0	0.0	285.0
DOC-MACOMB FACILITY	4741	318.0	1.0	0.0	1.0	0.0	0.0	320.0	0.0	320.0
DOC-MARQUETTE BRANCH PRISON	4706	408.0	0.0	0.0	1.0	0.0	0.0	409.0	0.0	409.0
DOC-MICHIGAN STATE INDUSTRIES	4709	189.0	0.0	0.0	1.0	0.0	2.0	192.0	0.0	192.0
DOC-MID MICHIGAN FACILITY	4733	596.0	0.0	0.0	1.0	0.0	0.0	597.0	0.0	597.0
DOC-MOUND FACILITY	4737	319.0	1.0	0.0	1.0	0.0	0.0	321.0	0.0	321.0
DOC-MUSKEGON FACILITY	4704	275.0	0.0	0.0	1.0	0.0	0.0	276.0	0.0	276.0
DOC-NEWBERRY FACILITY	4743	346.0	0.0	0.0	1.0	0.0	0.0	347.0	0.0	347.0
DOC-OAKS FACILITY	4739	368.0	0.0	0.0	2.0	0.0	0.0	370.0	0.0	370.0
DOC-OJIBWAY FACILITY	4746	281.0	1.0	0.0	1.0	0.0	0.0	283.0	0.0	283.0
DOC-PARNALL FACILITY	4751	264.0	0.0	1.0	1.0	0.0	0.0	266.0	0.5	265.5
DOC-PINE RIVER FACILITY	4744	221.0	0.0	0.0	1.0	0.0	0.0	222.0	0.0	222.0
DOC-PUGSLEY FACILITY	4745	234.0	1.0	0.0	0.0	0.0	0.0	235.0	0.0	235.0
DOC-RIVERSIDE FACILITY	4711	423.0	0.0	0.0	0.0	0.0	0.0	423.0	0.0	423.0

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DOC-RYAN FACILITY	4738	319.0	0.0	0.0	1.0	0.0	0.0	320.0	0.0	320.0
DOC-SAGINAW FACILITY	4742	373.0	2.0	0.0	1.0	0.0	0.0	376.0	0.0	376.0
DOC-SCOTT FACILITY	4721	331.0	2.0	0.0	1.0	0.0	0.0	334.0	0.0	334.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	424.0	0.0	0.0	0.0	0.0	0.0	424.0	0.0	424.0
DOC-STANDISH MAXIMUM FACILITY	4734	420.0	1.0	0.0	1.0	0.0	0.0	422.0	0.0	422.0
DOC-THUMB FACILITY	4725	338.0	0.0	0.0	1.0	0.0	0.0	339.0	0.0	339.0
CORRECTIONS		16,459.0	31.0	7.0	70.0	0.0	43.0	16,610.0	1.5	16,608.5
EDUCATION	3103	250.0	9.0	4.0	25.0	70.0	2.0	360.0	2.0	358.0
EDUCATION		250.0	9.0	4.0	25.0	70.0	2.0	360.0	2.0	358.0
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,370.0	9.0	13.0	33.0	0.0	94.0	1,519.0	5.0	1,514.0
ENVIRONMENTAL QUALITY		1,370.0	9.0	13.0	33.0	0.0	94.0	1,519.0	5.0	1,514.0
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	48.0	0.0	5.0	53.0	0.0	53.0
EXECUTIVE OFFICE		0.0	0.0	0.0	48.0	0.0	5.0	53.0	0.0	53.0
HISTORY ARTS AND LIBRARIES	2501	180.0	2.0	5.0	5.0	18.0	49.0	259.0	2.5	256.5
HISTORY ARTS AND LIBRARIES		180.0	2.0	5.0	5.0	18.0	49.0	259.0	2.5	256.5
DHS-BERRIEN COUNTY	4322	156.0	0.0	0.0	2.0	5.0	0.0	163.0	0.0	163.0
DHS-CALHOUN COUNTY	4323	133.0	0.0	0.0	2.0	0.0	0.0	135.0	0.0	135.0
DHS-COUNTIES	4308	2,104.0	0.0	1.0	84.0	32.0	0.0	2,221.0	1.5	2,219.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,751.0	8.0	24.0	64.0	1.0	5.0	1,853.0	6.0	1,847.0
DHS-GENESEE COUNTY	4302	491.0	0.0	0.0	10.0	0.0	0.0	501.0	0.0	501.0
DHS-INGHAM COUNTY	4312	224.0	0.0	0.0	2.0	1.0	0.0	227.0	0.0	227.0
DHS - INSTITUTIONS	4307	272.0	1.0	24.0	27.0	0.0	2.0	326.0	0.0	326.0
DHS-JACKSON COUNTY	4315	123.0	0.0	0.0	5.0	0.0	0.0	128.0	0.0	128.0
DHS-KALAMAZOO COUNTY	4314	181.0	0.0	0.0	3.0	0.0	0.0	184.0	0.0	184.0
DHS-KENT COUNTY	4303	355.0	0.0	0.0	25.0	8.0	0.0	388.0	0.5	387.5
DHS-MACOMB COUNTY	4304	333.0	0.0	0.0	18.0	0.0	0.0	351.0	0.5	350.5
DHS-MAXEY TRAINING SCHOOL	4311	319.0	0.0	0.0	2.0	0.0	0.0	321.0	0.0	321.0
DHS-MUSKEGON COUNTY	4324	179.0	0.0	0.0	0.0	0.0	0.0	179.0	0.0	179.0

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DHS-OAKLAND COUNTY	4305	424.0	0.0	0.0	5.0	0.0	0.0	429.0	0.0	429.0
DHS-SAGINAW COUNTY	4313	232.0	0.0	0.0	1.0	0.0	0.0	233.0	0.0	233.0
DHS-WASHTENAW	4325	120.0	0.0	0.0	1.0	0.0	0.0	121.0	0.0	121.0
DHS-WAYNE COUNTY DSS	4306	126.0	0.0	0.0	12.0	0.0	0.0	138.0	0.0	138.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	676.0	0.0	0.0	5.0	0.0	0.0	681.0	0.0	681.0
DHS-WAYNE COUNTY ZONE 3	4318	454.0	0.0	0.0	6.0	0.0	0.0	460.0	0.0	460.0
DHS-WAYNE COUNTY ZONE 4	4319	526.0	0.0	0.0	14.0	0.0	0.0	540.0	0.0	540.0
DHS-WAYNE COUNTY ZONE L	4316	399.0	0.0	0.0	11.0	0.0	0.0	410.0	0.0	410.0
HUMAN SERVICES		9,578.0	9.0	49.0	299.0	47.0	7.0	9,989.0	8.5	9,980.5
DEPT OF INFORMATION TECHNOLOGY	0801	1,630.0	4.0	2.0	29.0	0.0	44.0	1,709.0	0.0	1,709.0
INFORMATION TECHNOLOGY		1,630.0	4.0	2.0	29.0	0.0	44.0	1,709.0	0.0	1,709.0
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,577.0	40.0	51.0	76.0	40.0	146.0	3,930.0	7.5	3,922.5
MES BOARD OF REVIEW	6415	13.0	0.0	0.0	2.0	0.0	0.0	15.0	0.0	15.0
STRATEGIC FUND	0740	189.0	3.0	12.0	12.0	0.0	64.0	280.0	1.0	279.0
LABOR & ECONOMIC GROWTH		3,779.0	43.0	63.0	90.0	40.0	210.0	4,225.0	8.5	4,216.5
MGMT BUD CENTRAL OFFICE	0701	918.0	18.0	3.0	39.0	0.0	51.0	1,029.0	7.0	1,022.0
MANAGEMENT & BUDGET		918.0	18.0	3.0	39.0	0.0	51.0	1,029.0	7.0	1,022.0
D.J. JACOBETTI HOME FOR VETERA	5103	144.0	5.0	2.0	0.0	4.0	4.0	159.0	1.0	158.0
GRAND RAPIDS HOME FOR VETERANS	5102	463.0	1.0	13.0	3.0	10.0	15.0	505.0	0.0	505.0
MIL AFFR CENTRAL OFFICE	5101	234.0	1.0	11.0	11.0	25.0	16.0	298.0	0.0	298.0
MILITARY AFFAIRS		841.0	7.0	26.0	14.0	39.0	35.0	962.0	1.0	961.0
DEPARTMENT OF NATURAL RESOURCE	7501	1,332.0	9.0	57.0	25.0	302.0	1,368.0	3,093.0	1.5	3,091.5
NATURAL RESOURCES		1,332.0	9.0	57.0	25.0	302.0	1,368.0	3,093.0	1.5	3,091.5
DEPARTMENT OF STATE	2301	1,289.0	0.0	410.0	16.0	0.0	202.0	1,917.0	0.0	1,917.0
STATE		1,289.0	0.0	410.0	16.0	0.0	202.0	1,917.0	0.0	1,917.0
STATE POLICE	5501	2,621.0	37.0	4.0	37.0	0.0	8.0	2,707.0	1.0	2,706.0
STATE POLICE		2,621.0	37.0	4.0	37.0	0.0	8.0	2,707.0	1.0	2,706.0
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	0.0	0.0	18.0	50.0	0.0	50.0

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BRIDGE AUTHORITIES-MACKINAC	5902	50.0	0.0	27.0	5.0	0.0	13.0	95.0	0.0	95.0
TRANSPORTATION CENTRAL OFFICE	5901	2,617.0	30.0	13.0	70.0	37.0	380.0	3,147.0	7.5	3,139.5
TRANSPORTATION		2,699.0	30.0	40.0	75.0	37.0	411.0	3,292.0	7.5	3,284.5
BUREAU OF STATE LOTTERY	2795	158.0	0.0	1.0	2.0	0.0	4.0	165.0	0.0	165.0
GAMING CONTROL	2707	90.0	1.0	0.0	7.0	0.0	12.0	110.0	0.5	109.5
TREASURY CENTRAL PAYROLL	2701	1,239.0	5.0	12.0	18.0	0.0	47.0	1,321.0	0.5	1,320.5
TREASURY		1,487.0	6.0	13.0	27.0	0.0	63.0	1,596.0	1.0	1,595.0
STATEWIDE TOTAL		49,889.0	306.0	754.0	1,080.0	570.0	2,769.0	55,368.0	50.0	55,318.0

MIDB HWF04 By Emp Status
Universe: HUMAN RESOURCE

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2005 Appropriated (A)	FTE Positions 06/18/2005 (B)	FTE Positions 03/26/2005 (C)	Difference 06/18/2005 - 03/26/2005 (B - C)	Difference 06/18/2005 - Appropriated (B - A)
AGRICULTURE	Regular	743.0	602.2	596.9	5.2	-140.8
	Overtime	0.0	0.7	1.2	-0.5	0.7
	Total	743.0	602.9	598.1	4.7	-140.1
ATTORNEY GENERAL	Regular	558.0	525.9	521.5	4.3	-32.1
	Overtime	0.0	0.1	0.7	-0.6	0.1
	Total	558.0	526.0	522.2	3.8	-32.0
AUDITOR GENERAL	Regular	0.0	152.3	140.8	11.5	152.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	152.3	140.8	11.5	152.3
CIVIL RIGHTS	Regular	136.0	133.8	135.1	-1.3	-2.2
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	133.8	135.1	-1.3	-2.2
CIVIL SERVICE	Regular	240.5	203.2	209.5	-6.3	-37.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	203.2	209.5	-6.3	-37.3
COMMUNITY HEALTH	Regular	5,112.6	4,273.3	4,293.7	-20.5	-839.3
	Overtime	0.0	102.2	108.3	-6.2	102.2
	Total	5,112.6	4,375.4	4,402.0	-26.6	-737.2
CORRECTIONS	Regular	17,753.8	16,508.9	16,682.1	-173.3	-1,244.9
	Overtime	0.0	781.5	909.4	-127.9	781.5
	Total	17,753.8	17,290.4	17,591.5	-301.2	-463.4
EDUCATION	Regular	407.0	329.9	353.4	-23.5	-77.1
	Overtime	0.0	1.0	3.2	-2.2	1.0
	Total	407.0	330.9	356.6	-25.7	-76.1
ENVIRONMENTAL QUALITY	Regular	1,564.2	1,478.0	1,437.7	40.3	-86.2
	Overtime	0.0	1.5	1.5	0.0	1.5
	Total	1,564.2	1,479.4	1,439.1	40.3	-84.8
EXECUTIVE OFFICE	Regular	74.2	49.8	45.3	4.5	-24.4
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	49.8	45.3	4.5	-24.4

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2005 Appropriated (A)	FTE Positions 06/18/2005 (B)	FTE Positions 03/26/2005 (C)	Difference 06/18/2005 - 03/26/2005 (B - C)	Difference 06/18/2005 - Appropriated (B - A)
HISTORY ARTS AND LIBRARIES	Regular	232.0	235.6	203.9	31.7	3.6
	Overtime	0.0	0.4	0.1	0.3	0.4
	Total	232.0	236.0	204.0	32.0	4.0
HUMAN SERVICES	Regular	10,302.0	9,909.4	9,893.5	15.9	-392.6
	Overtime	0.0	129.7	187.4	-57.7	129.7
	Total	10,302.0	10,039.1	10,080.9	-41.8	-262.9
INFORMATION TECHNOLOGY	Regular	1,756.4	1,683.5	1,695.2	-11.7	-72.9
	Overtime	0.0	17.1	15.7	1.4	17.1
	Total	1,756.4	1,700.7	1,711.0	-10.3	-55.8
LABOR & ECONOMIC GROWTH	Regular	4,248.5	3,832.9	3,795.8	37.1	-415.6
	Overtime	0.0	84.9	105.6	-20.7	84.9
	Total	4,248.5	3,917.8	3,901.5	16.4	-330.7
MANAGEMENT & BUDGET	Regular	725.0	1,238.6	1,194.9	43.7	513.6
	Overtime	0.0	6.9	6.9	0.0	6.9
	Total	725.0	1,245.5	1,201.8	43.7	520.5
MILITARY AFFAIRS	Regular	1,016.0	935.9	915.7	20.2	-80.1
	Overtime	0.0	27.3	28.9	-1.6	27.3
	Total	1,016.0	963.2	944.6	18.6	-52.8
NATURAL RESOURCES	Regular	2,064.5	2,863.7	1,581.2	1,282.5	799.2
	Overtime	0.0	29.2	6.3	22.9	29.2
	Total	2,064.5	2,892.9	1,587.5	1,305.4	828.4
STATE	Regular	1,851.8	1,788.9	1,690.5	98.4	-62.9
	Overtime	0.0	3.4	2.7	0.7	3.4
	Total	1,851.8	1,792.3	1,693.2	99.1	-59.5
STATE POLICE	Regular	2,948.0	2,674.0	2,690.7	-16.7	-274.0
	Overtime	0.0	128.4	102.0	26.4	128.4
	Total	2,948.0	2,802.4	2,792.6	9.7	-145.6
TRANSPORTATION	Regular	3,031.3	3,193.1	2,855.8	337.3	161.8
	Overtime	0.0	219.1	80.5	138.5	219.1
	Total	3,031.3	3,412.2	2,936.4	475.8	380.9

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2005 Appropriated (A)	FTE Positions 06/18/2005 (B)	FTE Positions 03/26/2005 (C)	Difference 06/18/2005 - 03/26/2005 (B - C)	Difference 06/18/2005 - Appropriated (B - A)
TREASURY	Regular	1,653.5	1,569.6	1,546.5	23.1	-83.9
	Overtime	0.0	1.0	0.8	0.1	1.0
	Total	1,653.5	1,570.6	1,547.3	23.3	-82.9
STATEWIDE TOTALS	Total Regular	56,418.3	54,182.4	52,480.0	1,702.5	-2,235.9
	Total Overtime	0	1,534.3	1,561.3	-27.0	1,534.3
	Grand Total	56,418.3	55,716.7	54,041.2	1,675.5	-701.6

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 3/26/2005		Pay Period Ending 6/18/2005	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	641.5	1.3%	633.5	1.3%
Attorney General	527.0	1.0%	531.0	1.0%
Auditor General	147.0	0.3%	157.0	0.3%
Civil Rights	138.0	0.3%	135.0	0.3%
Civil Service	215.0	0.4%	209.0	0.4%
Community Health	4,408.0	8.9%	4,379.5	8.9%
Corrections	16,779.5	30.8%	16,608.5	30.8%
Education	356.5	0.6%	358.0	0.6%
Environmental Quality	1,493.0	2.8%	1,514.0	2.8%
Executive Office	50.0	0.1%	53.0	0.1%
History Arts and Libraries	238.5	0.5%	256.5	0.5%
Human Services	9,984.5	18.5%	9,980.5	18.5%
Information Technology	1,723.0	3.2%	1,709.0	3.2%
Labor and Economic Growth	4,190.0	7.8%	4,216.5	7.8%
Management and Budget	998.5	1.9%	1,022.0	1.9%
Military & Veterans Affairs	941.0	1.7%	961.0	1.7%
Natural Resources	1,703.5	3.2%	3,091.5	3.2%
State	1,836.0	3.5%	1,917.0	3.5%
State Police	2,715.5	5.1%	2,706.0	5.1%
Transportation	2,933.5	5.5%	3,284.5	5.5%
Treasury	1,576.0	2.9%	1,595.0	2.9%
TOTAL	53,595.5	100.0%	55,318.0	100.0%

Source: MAIN, MIDB Civil Service HWF03.

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT

PAY PERIOD NUMBER 13 , ENDING JUN 18, 2005

DEPARTMENT	CURRENT PAY TOTAL EMPLOYEES	NUMBER OF PAY PERIODS	FYTD AVERAGE NO. OF EMPLOYEES
AGRICULTURE	606.5	19	649.4
ATTORNEY GENERAL	531.0	19	523.7
AUDITOR GENERAL	144.0	19	141.9
CAREER DEVELOPMENT	0.0	19	47.1
CIVIL RIGHTS	132.0	19	131.0
CIVIL SERVICE	207.0	19	210.5
COMMUNITY HEALTH	4,292.5	19	4,481.4
CONSUMER & INDUSTRY SERVICES	0.0	19	285.6
CORRECTIONS	16,565.5	19	16,567.3
EDUCATION	356.0	19	349.9
ENVIRONMENTAL QUALITY	1,420.0	19	1,419.2
EXECUTIVE OFFICE	48.0	19	44.0
HISTORY ARTS AND LIBRARIES	207.5	19	202.3
HUMAN SERVICES	9,977.5	19	9,960.1
INFORMATION TECHNOLOGY	1,665.0	19	1,678.6
LABOR & ECONOMIC GROWTH	4,006.5	19	3,644.9
MANAGEMENT & BUDGET	971.0	19	965.5
MILITARY AFFAIRS	932.0	19	929.6
NATURAL RESOURCES	1,743.5	19	1,641.2
STATE	1,715.0	19	1,708.3
STATE POLICE	2,698.0	19	2,702.9
TRANSPORTATION	2,875.5	19	2,837.7
TREASURY	1,547.0	19	1,535.1
GRAND TOTAL:	52,641.0		52,657.3

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only except for the following non-career appointments: STUDENT_ASSISTANT-E, STUDENT ASSISTENT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent 97% of all non-career appointments at this time. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

MAIN MIDB CIVIL SERVICE WORKFORCE 09

REPORT SEQUENCE: HRS_DEPT_CD_DESC

TABLES USED: VTS_HRM_EMP_COMMON, PROFILE_HRS_DEPT_AGENCY, VTS_PROFILE_HRS_PAY_PERIOD

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay Period Ending: 13 06/18/2005

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Dept. Eligible for Longevity
AGRICULTURE	635	1%	44.1	\$24.14	387	61%
ATTORNEY GENERAL	531	1%	46.2	\$33.07	363	68%
AUDITOR GENERAL	157	0%	37.8	\$30.12	111	71%
CIVIL RIGHTS	135	0%	44.5	\$25.45	85	63%
CIVIL SERVICE	210	0%	46.9	\$26.54	161	77%
COMMUNITY HEALTH	4,415	8%	47.0	\$23.83	3,074	70%
CORRECTIONS	16,691	30%	43.7	\$22.45	13,457	81%
EDUCATION	360	1%	49.1	\$26.85	226	63%
ENVIRONMENTAL QUALITY	1,519	3%	44.3	\$26.03	1,105	73%
EXECUTIVE OFFICE	53	0%	36.5	\$22.84	6	11%
HISTORY ARTS AND LIBRARIES	259	0%	44.1	\$21.15	147	57%
HUMAN SERVICES	10,006	18%	46.7	\$22.63	7,676	77%
INFORMATION TECHNOLOGY	1,709	3%	45.7	\$27.92	1,335	78%
LABOR & ECONOMIC GROWTH	4,228	8%	46.5	\$23.90	2,790	66%
MANAGEMENT & BUDGET	1,029	2%	45.4	\$24.09	757	74%
MILITARY AFFAIRS	967	2%	46.0	\$20.41	658	68%
NATURAL RESOURCES	3,095	6%	38.8	\$16.39	1,246	40%
STATE	1,918	3%	44.8	\$19.90	1,265	66%
STATE POLICE	2,713	5%	40.8	\$26.30	2,186	81%
TRANSPORTATION	3,297	6%	41.6	\$22.67	2,020	61%
TREASURY	1,596	3%	45.5	\$23.73	1,047	66%
STATEWIDE TOTALS:	55,523	100%	44.5	\$22.96	40,102	72%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career, or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING JUNE 18, 2005

Department	Total Employees	Health						Dental						Vision	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	635	315	50%	229	36%	9	1%	540	85%	13	2%	3	0%	559	88%
ATTORNEY GENERAL	531	263	50%	220	41%	6	1%	489	92%	11	2%	2	0%	506	95%
AUDITOR GENERAL	157	42	27%	83	53%	8	5%	129	82%	2	1%	1	1%	133	85%
CIVIL RIGHTS	135	82	61%	44	33%	3	2%	126	93%	4	3%	1	1%	131	97%
CIVIL SERVICE	210	83	40%	99	47%	1	0%	182	87%	5	2%	0	0%	186	89%
COMMUNITY HEALTH	4,415	2,548	58%	1,383	31%	56	1%	3,894	88%	117	3%	17	0%	4,033	91%
CORRECTIONS	16,691	10,031	60%	5,501	33%	132	1%	15,418	92%	325	2%	31	0%	15,790	95%
EDUCATION	360	172	48%	144	40%	8	2%	316	88%	7	2%	4	1%	330	92%
ENVIRONMENTAL QUALITY	1,519	673	44%	647	43%	23	2%	1,314	87%	31	2%	8	1%	1,359	89%
EXECUTIVE OFFICE	53	27	51%	11	21%	0	0%	41	77%	0	0%	0	0%	41	77%
HISTORY ARTS AND LIBRARIES	259	101	39%	95	37%	1	0%	193	75%	5	2%	1	0%	198	76%
HUMAN SERVICES	10,006	5,760	58%	3,609	36%	115	1%	9,196	92%	337	3%	33	0%	9,567	96%
INFORMATION TECHNOLOGY	1,709	655	38%	886	52%	25	1%	1,501	88%	57	3%	6	0%	1,574	92%
LABOR & ECONOMIC GROWTH	4,228	2,030	48%	1,629	39%	84	2%	3,590	85%	165	4%	19	0%	3,793	90%
MANAGEMENT & BUDGET	1,029	320	31%	576	56%	14	1%	900	87%	16	2%	1	0%	919	89%
MILITARY AFFAIRS	967	382	40%	480	50%	18	2%	884	91%	3	0%	1	0%	890	92%
NATURAL RESOURCES	3,095	1,189	38%	380	12%	43	1%	1,578	51%	15	0%	13	0%	1,613	52%
STATE	1,918	858	45%	733	38%	26	1%	1,578	82%	49	3%	9	0%	1,638	85%
STATE POLICE	2,713	2,051	76%	512	19%	20	1%	2,566	95%	25	1%	8	0%	2,597	96%
TRANSPORTATION	3,297	1,639	50%	1,049	32%	41	1%	2,706	82%	29	1%	9	0%	2,749	83%
TREASURY	1,596	616	39%	779	49%	34	2%	1,359	85%	70	4%	11	1%	1,443	90%
STATEWIDE TOTALS:	55,523	29,837	54%	19,089	34%	667	1%	48,500	87%	1,286	2%	178	0%	50,049	90%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING JUNE 18, 2005

Department	Total Employees	Disability Insurance				Life Insurance				Long Term Care Insurance	
		Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	635	494	78%	0	0%	551	87%	39	6%	85	13%
ATTORNEY GENERAL	531	434	82%	0	0%	511	96%	18	3%	97	18%
AUDITOR GENERAL	157	131	83%	0	0%	123	78%	21	13%	32	20%
CIVIL RIGHTS	135	121	90%	0	0%	118	87%	14	10%	26	19%
CIVIL SERVICE	210	189	90%	0	0%	187	89%	15	7%	78	37%
COMMUNITY HEALTH	4,415	3,925	89%	0	0%	4,079	92%	225	5%	544	12%
CORRECTIONS	16,691	15,972	96%	0	0%	16,133	97%	510	3%	1,028	6%
EDUCATION	360	274	76%	0	0%	326	91%	32	9%	78	22%
ENVIRONMENTAL QUALITY	1,519	1,240	82%	0	0%	1,301	86%	123	8%	242	16%
EXECUTIVE OFFICE	53	19	36%	0	0%	39	74%	9	17%	1	2%
HISTORY ARTS AND LIBRARIES	259	170	66%	0	0%	189	73%	21	8%	56	22%
HUMAN SERVICES	10,006	9,447	94%	0	0%	9,449	94%	545	5%	1,432	14%
INFORMATION TECHNOLOGY	1,709	1,434	84%	46	3%	1,477	86%	103	6%	277	16%
LABOR & ECONOMIC GROWTH	4,228	3,489	83%	4	0%	3,719	88%	285	7%	639	15%
MANAGEMENT & BUDGET	1,029	868	84%	0	0%	921	90%	57	6%	163	16%
MILITARY AFFAIRS	967	799	83%	0	0%	894	92%	36	4%	74	8%
NATURAL RESOURCES	3,095	1,480	48%	0	0%	1,625	53%	104	3%	192	6%
STATE	1,918	1,475	77%	0	0%	1,607	84%	109	6%	252	13%
STATE POLICE	2,713	2,431	90%	1,697	63%	6	0%	117	4%	224	8%
TRANSPORTATION	3,297	2,547	77%	0	0%	2,688	82%	195	6%	316	10%
TREASURY	1,596	1,328	83%	0	0%	1,436	90%	92	6%	229	14%
STATEWIDE TOTALS:	55,523	48,267	87%	1,747	3%	47,379	85%	2,670	5%	6,065	11%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

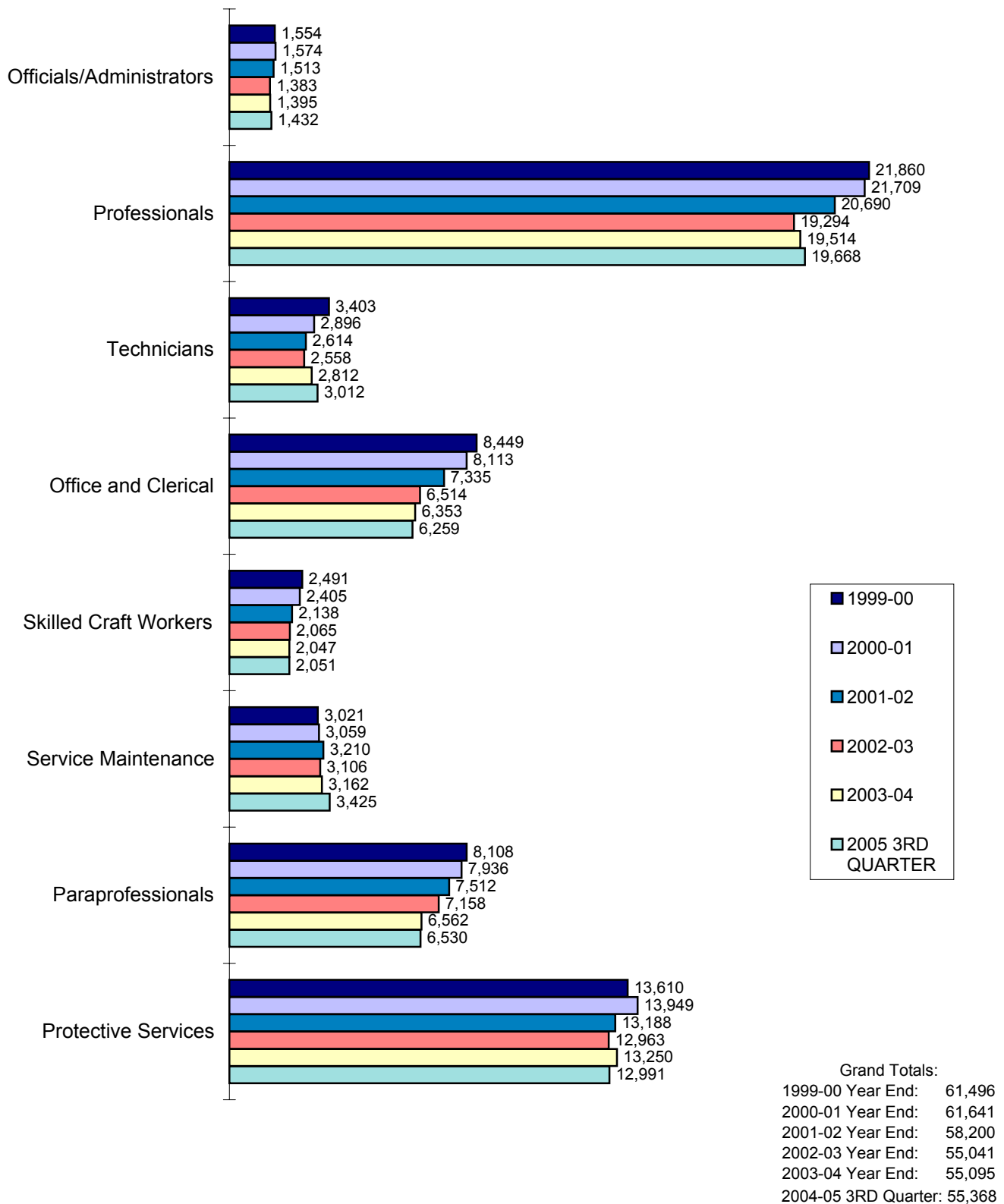
Age Distribution for Classified Employees by Department and Statewide

Pay Period Ending: June 18, 2005

Department Name	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	4	33	66	50	50	99	105	129	67	21	10	0	634
ATTORNEY GENERAL	0	6	29	59	55	73	93	100	77	35	4	0	531
AUDITOR GENERAL	0	24	21	23	19	27	23	12	6	2	0	0	157
CIVIL RIGHTS	0	3	15	17	15	10	22	23	23	7	0	0	135
CIVIL SERVICE	0	2	12	18	15	30	44	43	36	7	2	1	210
COMMUNITY HEALTH	15	142	212	241	322	502	961	1,136	597	207	39	7	4,381
CORRECTIONS	6	161	897	2,119	2,737	3,081	3,046	2,747	1,401	353	52	10	16,610
EDUCATION	0	5	20	13	24	25	80	86	74	29	3	1	360
ENVIRONMENTAL QUALITY	12	78	106	133	138	226	281	326	167	45	7	0	1,519
EXECUTIVE OFFICE	1	9	10	10	1	9	5	3	2	2	1	0	53
HISTORY ARTS AND LIBRARIES	3	19	11	27	40	25	35	47	33	14	3	2	259
HUMAN SERVICES	0	70	631	949	940	1,057	1,838	2,618	1,471	341	56	18	9,989
INFORMATION TECHNOLOGY	8	39	84	137	169	291	344	361	210	61	4	1	1,709
LABOR & ECONOMIC GROWTH	26	169	253	301	350	473	793	926	661	203	47	23	4,225
MANAGEMENT & BUDGET	13	45	53	63	101	133	209	275	106	27	4	0	1,029
MILITARY AFFAIRS	10	27	43	72	97	147	186	220	108	35	13	4	962
NATURAL RESOURCES	302	529	258	264	230	297	375	397	237	107	54	43	3,093
STATE	15	101	128	149	165	289	348	415	228	67	7	5	1,917
STATE POLICE	1	36	260	515	510	517	418	287	128	28	5	2	2,707
TRANSPORTATION	75	335	278	279	382	453	555	542	299	76	14	4	3,292
TREASURY	11	44	107	126	156	222	303	350	209	50	15	3	1,596
Statewide Total:	502	1,877	3,494	5,565	6,516	7,986	10,064	11,043	6,140	1,717	340	124	55,368
Average Age:	19.1	22.5	27.7	32.7	37.5	42.6	47.7	52.4	57.1	61.9	66.8	73.9	44.5

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 1999-00 through Third Quarter 2004-05



Source: MAIN MIDB Civil Service HWF27

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Table 2-11

Pay Period Ending Date: June 18, 2005

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	15	28
ALGER	375	12	387
ALLEGAN	196	65	261
ALPENA	127	18	145
ANTRIM	27	1	28
ARENAC	353	10	363
BARAGA	442	24	466
BARRY	80	32	112
BAY	276	61	337
BENZIE	24	10	34
BERRIEN	384	75	459
BRANCH	732	15	747
CALHOUN	323	26	349
CASS	70	11	81
CHARLEVOIX	20	66	86
CHEBOYGAN	84	74	158
CHIPPEWA	1,277	80	1,357
CLARE	44	29	73
CLINTON	122	31	153
CRAWFORD	255	120	375
DELTA	209	62	271
DICKINSON	47	9	56
EATON	2,882	228	3,110
EMMET	78	45	123
GENESEE	809	115	924
GLADWIN	43	11	54
GOGEBIC	279	21	300
GRAND TRAVERSE	531	76	607
GRATIOT	875	20	895
HILLSDALE	57	7	64
HOUGHTON	115	38	153
HURON	38	49	87
INGHAM	9,836	1,290	11,126
IONIA	1,924	54	1,978
IOSCO	51	44	95
IRON	118	27	145
ISABELLA	540	123	663
JACKSON	2,757	90	2,847
KALAMAZOO	1,004	105	1,109
KALKASKA	51	8	59
KENT	1,631	170	1,801
KEWEENAW	1	19	20
LAKE	46	7	53
LAPEER	426	35	461

MAIN MIDB CIVIL SERIVCE WORKFORCE 55

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: June 18, 2005

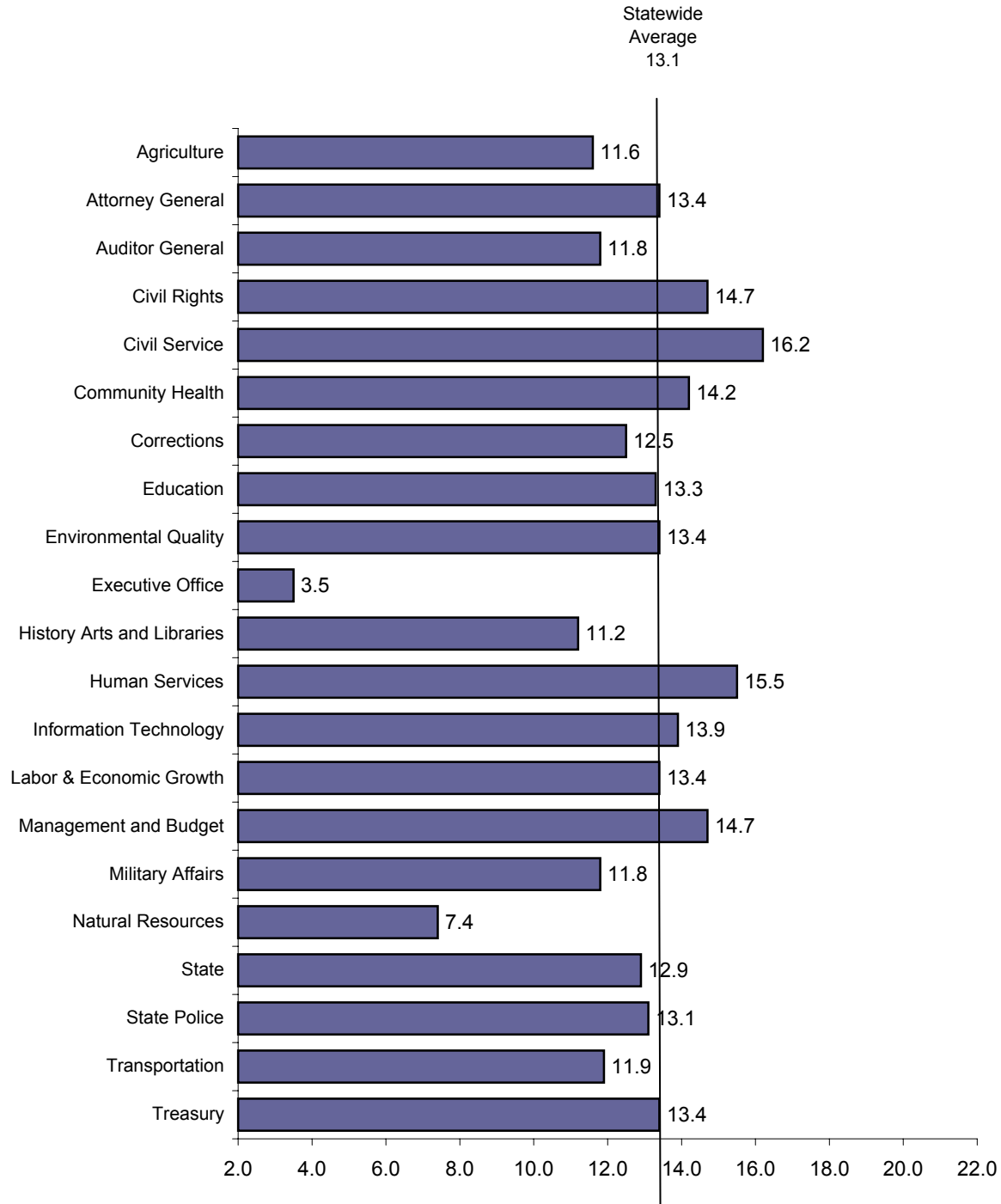
COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	2	7	9
LENAWEE	773	56	829
LIVINGSTON	598	76	674
LUCE	392	31	423
MACKINAC	132	109	241
MACOMB	1,194	106	1,300
MANISTEE	418	31	449
MARQUETTE	860	85	945
MASON	38	35	73
MECOSTA	69	6	75
MENOMINEE	44	25	69
MIDLAND	77	8	85
MISSAUKEE	45	3	48
MONROE	159	62	221
MONTCALM	642	18	660
MONTMORENCY	50	17	67
MUSKEGON	1,087	81	1,168
NEWAYGO	74	10	84
OAKLAND	1,053	247	1,300
OCEANA	55	67	122
OGEMAW	60	24	84
ONTONAGON	25	24	49
OSCEOLA	66	3	69
OSCODA	22	6	28
OTSEGO	239	47	286
OTTAWA	161	71	232
OUT OF STATE	53	5	58
PRESQUE ISLE	16	21	37
ROSCOMMON	130	67	197
SAGINAW	1,066	61	1,127
SANILAC	54	5	59
SCHOOLCRAFT	84	28	112
SHIAWASSEE	76	15	91
STATEWIDE	811	49	860
ST CLAIR	221	85	306
ST JOSEPH	89	7	96
TUSCOLA	502	34	536
VAN BUREN	242	55	297
WASHTENAW	1,779	98	1,877
WAYNE	6,691	372	7,063
WEXFORD	168	49	217
Grand Total:	49,889	5,634	55,523

MAIN MIDB CIVIL SERVICE WORKFORCE 55

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT**Pay Period Ending June 18, 2005**

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
LESS THAN 6 YEARS	103	118	5	7	2	1	2	2	1	3	2	2	115	133	1	0
6 - 10 YEARS	49	33	3	6	0	2	0	2	0	1	0	0	52	44	0	1
11- 15 YEARS	51	37	0	0	0	1	1	2	1	2	0	0	53	42	1	1
16 - 20 YEARS	35	34	1	5	0	0	0	0	0	1	0	0	36	40	3	2
21 - 25 YEARS	9	18	1	5	0	0	1	0	1	0	0	0	12	23	0	2
26 - 30 YEARS	26	20	1	1	0	0	1	1	0	0	0	0	28	22	0	3
31 - 35 YEARS	21	6	0	3	0	0	0	0	1	0	0	0	22	9	2	1
36 - 40 YEARS	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	295	267	11	27	2	4	5	7	5	7	2	2	320	314	7	10
MORE THAN 10 YEARS	143	116	3	14	0	1	3	3	4	3	0	0	153	137	6	9
AVERAGE YEARS	12.2	10.7	10.2	15.0	3.5	8.5	13.2	10.4	22.2	8.4	1.5	1.5	12.2	10.9	19.4	21.8
DEPARTMENT AVERAGE YEARS	11.6															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
LESS THAN 6 YEARS	47	82	14	15	0	0	0	3	0	0	0	0	61	100	0	0
6 - 10 YEARS	34	56	0	10	0	0	1	1	0	2	0	0	35	69	0	0
11- 15 YEARS	15	19	2	0	0	0	0	1	0	0	0	0	17	20	0	0
16 - 20 YEARS	34	36	2	6	0	0	0	3	1	0	0	0	37	45	1	3
21 - 25 YEARS	17	23	4	3	0	0	0	1	0	0	0	0	21	27	0	2
26 - 30 YEARS	30	26	3	3	0	1	2	0	0	0	0	0	35	30	2	1
31 - 35 YEARS	23	5	0	1	0	0	0	0	0	0	0	0	23	6	1	0
36 - 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	204	248	25	38	0	1	3	9	1	2	0	0	233	298	4	6
MORE THAN 10 YEARS	123	110	11	13	0	1	2	5	1	0	0	0	137	129	4	6
AVERAGE YEARS	16.0	11.9	10.1	10.7	0.0	26.0	21.0	12.0	17.0	6.0	0.0	0.0	15.5	11.7	27.3	22.2
DEPARTMENT AVERAGE YEARS	13.4															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	15	25	0	1	0	0	0	0	0	1	0	0	15	27	0	0
6 - 10 YEARS	20	24	1	2	0	0	0	0	0	0	0	0	21	26	0	0
11- 15 YEARS	4	10	0	1	0	0	0	0	0	0	0	0	4	11	0	0
16 - 20 YEARS	8	15	2	0	0	0	0	0	0	0	0	0	10	15	0	2
21 - 25 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	1
26 - 30 YEARS	7	3	1	0	0	0	0	0	0	0	0	0	8	3	0	0
31 - 35 YEARS	8	0	0	0	0	0	0	0	0	0	0	0	8	0	1	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	69	79	4	4	0	0	0	0	0	1	0	0	73	84	1	3
MORE THAN 10 YEARS	34	30	3	1	0	0	0	0	0	0	0	0	37	31	1	3
AVERAGE YEARS	14.7	9.2	17.3	8.3	0.0	0.0	0.0	0.0	0.0	5.0	0.0	0.0	14.8	9.1	31.0	20.3
DEPARTMENT AVERAGE YEARS	11.8															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
LESS THAN 6 YEARS	7	13	7	15	0	0	0	4	1	1	0	0	15	33	0	0
6 - 10 YEARS	2	2	3	8	0	1	0	0	0	1	0	0	5	12	0	0
11- 15 YEARS	1	3	0	5	0	0	0	1	0	1	0	0	1	10	0	1
16 - 20 YEARS	1	3	2	5	0	0	2	0	0	0	0	0	5	8	0	0
21 - 25 YEARS	2	4	0	3	0	0	0	0	0	0	0	0	2	7	0	1
26 - 30 YEARS	1	3	0	5	0	0	2	2	0	0	0	0	3	10	0	0
31 - 35 YEARS	4	7	5	3	0	0	1	0	1	0	0	0	11	10	0	0
36 - 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	18	36	17	46	0	1	5	7	2	3	0	0	42	93	0	2
MORE THAN 10 YEARS	9	21	7	23	0	0	5	3	1	1	0	0	22	48	0	2
AVERAGE YEARS	15.0	15.6	14.8	14.0	0.0	8.0	23.6	12.0	16.0	7.3	0.0	0.0	16.0	14.2	0.0	18.5
DEPARTMENT AVERAGE YEARS	14.7															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE																
LESS THAN 6 YEARS	4	31	1	7	0	1	0	1	0	1	0	0	5	41	0	0
6 - 10 YEARS	5	18	1	3	0	0	0	0	0	0	0	0	6	21	0	0
11- 15 YEARS	3	15	0	0	0	2	0	0	0	2	0	0	3	19	0	1
16 - 20 YEARS	6	21	0	8	0	0	0	3	0	1	0	0	6	33	1	2
21 - 25 YEARS	5	7	0	5	0	1	0	1	0	0	0	0	5	14	0	0
26 - 30 YEARS	7	26	3	3	1	1	0	1	0	0	0	0	11	31	2	4
31 - 35 YEARS	5	6	1	1	1	0	0	0	0	0	0	0	7	7	1	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	35	125	6	27	2	5	0	6	0	4	0	0	43	167	4	7
MORE THAN 10 YEARS	26	76	4	17	2	4	0	5	0	3	0	0	32	105	4	7
AVERAGE YEARS	18.8	15.1	19.7	16.2	28.5	15.6	0.0	17.7	0.0	12.5	0.0	0.0	19.3	15.3	26.8	22.9
DEPARTMENT AVERAGE YEARS	16.2															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	304	627	78	172	3	6	11	12	16	19	6	11	418	847	1	3
6 - 10 YEARS	171	343	26	78	2	3	5	6	10	17	0	0	214	447	5	6
11- 15 YEARS	94	204	27	65	1	1	6	4	5	15	0	0	133	289	6	12
16 - 20 YEARS	135	299	34	106	1	6	7	17	10	20	0	0	187	448	22	24
21 - 25 YEARS	139	203	37	79	2	2	5	8	5	7	0	0	188	299	18	24
26 - 30 YEARS	238	316	67	69	2	5	5	11	9	7	0	0	321	408	21	27
31 - 35 YEARS	65	75	5	13	0	0	1	0	0	2	0	0	71	90	8	3
36 - 40 YEARS	8	10	0	2	0	0	0	1	0	0	0	0	8	13	1	2
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,154	2,077	274	584	11	23	40	59	55	87	6	11	1,540	2,841	82	101
MORE THAN 10 YEARS	679	1,107	170	334	6	14	24	41	29	51	0	0	908	1,547	76	92
AVERAGE YEARS	15.4	13.7	15.3	13.8	14.4	14.7	13.8	16.3	13.2	13.1	1.3	1.4	15.2	13.7	22.1	20.9
DEPARTMENT AVERAGE YEARS	14.2															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
LESS THAN 6 YEARS	1,724	944	250	332	29	12	39	34	12	4	29	15	2,083	1,341	8	2
6 - 10 YEARS	2,292	993	260	354	66	24	78	30	11	5	0	1	2,707	1,407	10	10
11- 15 YEARS	1,454	552	157	151	34	10	28	19	5	2	0	0	1,678	734	43	22
16 - 20 YEARS	3,006	843	394	365	89	20	65	22	9	4	0	0	3,563	1,254	179	60
21 - 25 YEARS	473	188	79	81	13	3	8	3	0	1	0	0	573	276	45	21
26 - 30 YEARS	494	216	61	55	7	2	4	6	0	0	0	0	566	279	56	13
31 - 35 YEARS	72	38	12	14	1	0	3	0	0	0	0	0	88	52	11	4
36 - 40 YEARS	7	2	0	0	0	0	0	0	0	0	0	0	7	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	9,522	3,776	1,213	1,352	239	71	225	114	37	16	29	16	11,265	5,345	352	132
MORE THAN 10 YEARS	5,506	1,839	703	666	144	35	108	50	14	7	0	0	6,475	2,597	334	120
AVERAGE YEARS	12.9	11.8	13.2	12.0	13.0	11.8	11.8	10.6	9.4	11.0	2.8	2.3	12.8	11.8	19.5	18.4
DEPARTMENT AVERAGE YEARS	12.5															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	44	69	2	4	0	0	0	2	0	0	0	0	46	75	0	0
6 - 10 YEARS	17	43	1	3	0	0	0	0	0	0	0	0	18	46	0	0
11- 15 YEARS	3	19	0	0	0	0	0	0	0	0	0	0	3	19	0	0
16 - 20 YEARS	6	36	0	4	0	0	1	3	0	1	0	0	7	44	0	2
21 - 25 YEARS	1	14	1	0	0	1	0	2	0	0	0	0	2	17	0	3
26 - 30 YEARS	13	38	0	3	0	0	0	0	0	0	0	0	13	41	2	1
31 - 35 YEARS	3	20	0	4	0	0	0	0	0	0	0	0	3	24	1	3
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	87	241	4	18	0	1	1	7	0	1	0	0	92	268	3	9
MORE THAN 10 YEARS	26	129	1	11	0	1	1	5	0	1	0	0	28	147	3	9
AVERAGE YEARS	9.5	14.3	8.3	17.3	0.0	25.0	20.0	15.4	0.0	19.0	0.0	0.0	9.5	14.6	28.0	24.9
DEPARTMENT AVERAGE YEARS	13.3															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	177	191	9	4	2	1	2	4	3	2	4	8	197	210	0	0
6 - 10 YEARS	92	100	2	7	0	0	1	1	2	5	0	0	97	113	0	0
11- 15 YEARS	159	102	2	7	0	0	3	2	9	3	0	0	173	114	5	5
16 - 20 YEARS	110	116	10	18	1	2	4	3	5	1	0	0	130	140	3	4
21 - 25 YEARS	52	46	6	5	0	1	0	2	2	2	0	0	60	56	5	3
26 - 30 YEARS	103	57	1	6	1	0	1	0	1	1	0	0	107	64	6	3
31 - 35 YEARS	33	13	0	2	0	0	0	0	2	0	0	0	35	15	0	0
36 - 40 YEARS	3	4	0	0	0	0	1	0	0	0	0	0	4	4	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	729	629	30	49	4	4	12	12	24	14	4	8	803	716	20	15
MORE THAN 10 YEARS	460	338	19	38	2	3	9	7	19	7	0	0	509	393	20	15
AVERAGE YEARS	14.3	12.2	13.6	16.9	12.3	15.5	15.6	12.2	15.5	12.2	0.0	0.6	14.2	12.4	22.2	19.7
DEPARTMENT AVERAGE YEARS	13.4															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	12	23	1	8	0	0	0	3	0	0	0	0	13	34	0	0
6 - 10 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	13	28	1	8	0	0	0	3	0	0	0	0	14	39	0	1
MORE THAN 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	2.0	4.6	2.0	2.3	0.0	0.0	0.0	2.7	0.0	0.0	0.0	0.0	2.0	4.0	0.0	36.0
DEPARTMENT AVERAGE YEARS			3.5													

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	39	51	1	2	1	0	1	2	0	1	4	5	46	61	0	0
6 - 10 YEARS	19	25	1	0	1	0	0	0	0	1	0	0	21	26	2	1
11- 15 YEARS	5	4	1	1	0	0	0	0	0	0	0	0	6	5	0	0
16 - 20 YEARS	11	23	0	0	1	0	0	2	0	0	0	0	12	25	4	1
21 - 25 YEARS	4	6	1	3	0	0	0	1	0	0	0	0	5	10	2	0
26 - 30 YEARS	11	13	0	1	0	0	0	0	0	0	0	0	11	14	0	1
31 - 35 YEARS	7	7	0	0	1	0	1	0	0	0	0	0	9	7	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	97	129	4	7	4	0	2	5	0	2	4	5	111	148	9	3
MORE THAN 10 YEARS	39	53	2	5	2	0	1	3	0	0	0	0	44	61	7	2
AVERAGE YEARS	11.6	11.2	11.0	15.9	16.0	0.0	16.0	12.2	0.0	5.0	0.8	0.4	11.4	11.0	18.6	17.0
DEPARTMENT AVERAGE YEARS	11.2															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
LESS THAN 6 YEARS	273	1,062	79	527	3	6	26	72	5	6	0	4	386	1,677	0	6
6 - 10 YEARS	272	777	125	602	2	9	16	70	5	13	0	0	420	1,471	1	19
11- 15 YEARS	188	636	68	279	2	15	15	49	1	11	0	0	274	990	20	45
16 - 20 YEARS	203	535	79	296	1	8	26	68	5	7	0	0	314	914	24	43
21 - 25 YEARS	146	643	44	334	3	9	4	28	4	6	0	0	201	1,020	21	96
26 - 30 YEARS	343	792	60	456	1	9	10	13	3	2	0	0	417	1,272	35	78
31 - 35 YEARS	139	258	15	149	0	0	1	5	2	0	0	0	157	412	16	21
36 - 40 YEARS	23	22	1	12	1	1	1	1	0	0	0	0	26	36	3	4
MORE THAN 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	1
DEPARTMENT TOTAL	1,588	4,725	471	2,656	13	57	99	306	25	45	0	4	2,196	7,793	120	313
MORE THAN 10 YEARS	1,043	2,886	267	1,527	8	42	57	164	15	26	0	0	1,390	4,645	119	288
AVERAGE YEARS	17.2	15.5	14.1	15.4	16.6	16.2	12.7	12.3	15.8	12.7	0.0	0.8	16.3	15.3	23.4	21.9
DEPARTMENT AVERAGE YEARS	15.5															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	173	84	6	7	1	0	2	3	11	5	67	16	260	115	1	0
6 - 10 YEARS	269	100	15	14	1	0	7	2	13	6	0	0	305	122	4	2
11- 15 YEARS	86	58	4	6	1	1	2	2	6	3	0	0	99	70	3	6
16 - 20 YEARS	106	123	21	23	0	1	3	6	6	8	1	0	137	161	11	9
21 - 25 YEARS	34	44	9	16	0	0	1	3	4	3	0	0	48	66	8	3
26 - 30 YEARS	106	93	8	11	0	0	2	4	1	1	0	0	117	109	10	1
31 - 35 YEARS	44	36	2	3	1	0	2	2	0	1	0	0	49	42	3	3
36 - 40 YEARS	4	5	0	0	0	0	0	0	0	0	0	0	4	5	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	822	543	65	80	4	2	19	22	41	27	68	16	1,019	690	41	24
MORE THAN 10 YEARS	380	359	44	59	2	2	10	17	17	16	1	0	454	453	36	22
AVERAGE YEARS	13.3	16.2	16.5	17.5	14.3	14.5	14.9	18.0	10.4	14.1	1.3	0.8	12.6	16.0	21.3	18.4
DEPARTMENT AVERAGE YEARS	13.9															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC GROWTH																
LESS THAN 6 YEARS	347	551	92	317	1	7	17	35	7	15	12	28	476	953	9	9
6 - 10 YEARS	162	254	23	82	2	1	6	10	4	8	0	0	197	355	7	5
11- 15 YEARS	142	202	22	75	1	2	4	11	0	6	0	0	169	296	17	24
16 - 20 YEARS	162	235	44	107	2	4	10	20	6	6	0	0	224	372	25	29
21 - 25 YEARS	82	154	25	56	1	3	5	3	2	3	0	0	115	219	21	27
26 - 30 YEARS	158	268	39	108	1	2	4	12	1	3	0	0	203	393	32	39
31 - 35 YEARS	68	87	10	49	0	1	0	2	1	0	0	0	79	139	12	15
36 - 40 YEARS	12	14	1	3	0	0	0	1	0	0	0	0	13	18	2	2
MORE THAN 40 YEARS	2	0	2	0	0	0	0	0	0	0	0	0	4	0	0	0
DEPARTMENT TOTAL	1,135	1,765	258	797	8	20	46	94	21	41	12	28	1,480	2,745	125	150
MORE THAN 10 YEARS	626	960	143	398	5	12	23	49	10	18	0	0	807	1,437	109	136
AVERAGE YEARS	13.9	13.8	13.8	12.8	14.5	14.9	11.7	12.2	12.4	10.8	0.6	0.5	13.7	13.3	20.7	21.3
DEPARTMENT AVERAGE YEARS	13.4															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	111	114	1	7	0	0	4	1	1	1	9	13	126	136	0	0
6 - 10 YEARS	96	88	9	6	0	1	0	2	0	0	0	0	105	97	1	0
11- 15 YEARS	37	36	4	4	0	0	3	2	1	0	0	0	45	42	3	1
16 - 20 YEARS	67	59	10	6	0	0	3	1	5	1	0	0	85	67	5	5
21 - 25 YEARS	28	26	7	3	0	0	2	2	0	1	0	0	37	32	3	3
26 - 30 YEARS	95	58	10	4	1	1	5	1	0	0	0	0	111	64	10	3
31 - 35 YEARS	34	22	2	3	1	0	9	2	0	0	0	0	46	27	3	0
36 - 40 YEARS	8	1	0	0	0	0	0	0	0	0	0	0	8	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	476	404	43	33	2	2	26	11	7	3	9	13	563	466	27	12
MORE THAN 10 YEARS	269	202	33	20	2	1	22	8	6	2	0	0	332	233	26	12
AVERAGE YEARS	15.4	13.5	19.0	15.1	29.5	18.0	22.0	17.9	15.6	15.3	2.1	1.5	15.9	13.4	24.4	21.2
DEPARTMENT AVERAGE YEARS	14.7															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	119	123	10	49	0	0	4	6	1	2	1	0	135	180	0	1
6 - 10 YEARS	54	76	8	30	0	1	6	3	0	2	0	0	68	112	1	0
11- 15 YEARS	75	49	2	14	0	2	3	1	0	0	0	0	80	66	3	1
16 - 20 YEARS	39	67	7	11	1	2	1	2	0	1	0	0	48	83	4	2
21 - 25 YEARS	28	42	3	3	3	0	1	1	0	0	0	0	35	46	6	1
26 - 30 YEARS	26	44	2	8	2	0	0	2	0	0	0	0	30	54	2	3
31 - 35 YEARS	12	9	0	0	0	0	0	0	0	0	0	0	12	9	1	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	356	411	32	115	6	5	15	15	1	5	1	0	411	551	17	8
MORE THAN 10 YEARS	183	212	14	36	6	4	5	6	0	1	0	0	208	259	16	7
AVERAGE YEARS	11.7	12.8	10.9	9.1	24.5	15.4	8.7	11.3	5.0	7.8	3.0	0.0	11.6	12.0	20.4	19.9
DEPARTMENT AVERAGE YEARS	11.8															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
LESS THAN 6 YEARS	1,035	743	8	6	4	2	10	2	5	2	4	5	1,066	760	4	1
6 - 10 YEARS	243	104	6	4	2	1	1	2	3	0	0	0	255	111	1	1
11- 15 YEARS	155	69	4	7	1	0	4	2	0	2	0	0	164	80	1	3
16 - 20 YEARS	166	83	9	3	7	2	2	4	0	0	0	0	184	92	10	4
21 - 25 YEARS	71	48	4	4	2	0	1	0	1	1	0	0	79	53	0	1
26 - 30 YEARS	111	37	1	2	5	1	1	2	0	0	0	0	118	42	7	3
31 - 35 YEARS	57	9	0	1	0	0	1	0	0	0	0	0	58	10	3	2
36 - 40 YEARS	20	1	0	0	0	0	0	0	0	0	0	0	20	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,858	1,094	32	27	21	6	20	12	9	5	4	5	1,944	1,149	28	15
MORE THAN 10 YEARS	580	247	18	17	15	3	9	8	1	3	0	0	623	278	23	13
AVERAGE YEARS	8.1	5.5	12.2	13.7	16.2	12.3	10.2	14.2	6.8	10.0	0.3	0.0	8.3	5.8	20.4	19.9
DEPARTMENT AVERAGE YEARS	7.4															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																
LESS THAN 6 YEARS	72	363	15	104	2	2	4	22	0	6	3	21	96	518	0	1
6 - 10 YEARS	37	190	5	56	0	9	1	6	2	3	0	0	45	264	2	4
11- 15 YEARS	19	113	2	32	1	3	1	14	2	1	0	0	25	163	2	23
16 - 20 YEARS	35	173	9	84	1	2	3	11	2	5	0	0	50	275	3	28
21 - 25 YEARS	13	130	5	44	0	0	0	9	0	3	0	0	18	186	2	18
26 - 30 YEARS	56	106	7	26	0	1	2	6	0	0	0	0	65	139	6	8
31 - 35 YEARS	17	39	0	2	0	0	0	1	0	0	0	0	17	42	4	1
36 - 40 YEARS	0	12	0	1	0	0	0	0	0	0	0	0	0	13	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	249	1,127	43	349	4	17	11	69	6	18	3	21	316	1,601	19	85
MORE THAN 10 YEARS	140	574	23	189	2	6	6	41	4	9	0	0	175	819	17	80
AVERAGE YEARS	14.8	12.8	13.4	12.6	9.8	10.8	13.4	12.9	13.5	11.9	1.0	0.3	14.4	12.6	23.3	19.0
DEPARTMENT AVERAGE YEARS	12.9															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
LESS THAN 6 YEARS	288	159	9	6	1	0	0	4	0	1	1	2	299	172	1	0
6 - 10 YEARS	571	138	33	15	11	1	16	1	4	1	0	0	635	156	0	0
11- 15 YEARS	267	107	21	7	9	0	8	1	2	1	0	0	307	116	4	1
16 - 20 YEARS	315	143	59	16	9	0	18	4	2	1	0	0	403	164	4	5
21 - 25 YEARS	80	34	24	7	1	1	7	3	0	1	0	0	112	46	2	2
26 - 30 YEARS	123	57	14	8	1	3	3	3	0	0	0	0	141	71	3	1
31 - 35 YEARS	44	17	2	1	0	0	2	0	0	0	0	0	48	18	1	0
36 - 40 YEARS	12	6	1	0	0	0	0	0	0	0	0	0	13	6	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,700	661	163	60	32	5	54	16	8	5	1	2	1,958	749	15	9
MORE THAN 10 YEARS	841	364	121	39	20	4	38	11	4	3	0	0	1,024	421	14	9
AVERAGE YEARS	12.6	12.9	16.4	15.3	13.0	22.4	16.1	15.8	11.5	14.2	1.0	0.0	13.0	13.2	18.7	20.2
DEPARTMENT AVERAGE YEARS	13.1															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
LESS THAN 6 YEARS	788	304	38	43	7	2	10	6	17	11	2	3	862	369	2	0
6 - 10 YEARS	299	104	20	9	6	4	6	1	7	6	0	0	338	124	1	0
11- 15 YEARS	247	100	21	12	2	1	5	0	3	0	0	0	278	113	9	4
16 - 20 YEARS	327	115	34	20	6	3	14	6	4	2	0	0	385	146	24	12
21 - 25 YEARS	90	70	13	9	4	1	4	2	1	0	0	0	112	82	4	10
26 - 30 YEARS	151	86	20	19	9	1	12	2	4	0	0	0	196	108	20	10
31 - 35 YEARS	74	22	8	9	2	0	5	0	1	0	0	0	90	31	8	5
36 - 40 YEARS	41	6	0	0	0	0	0	0	5	0	0	0	46	6	8	1
MORE THAN 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	2	0
DEPARTMENT TOTAL	2,023	807	154	121	36	12	56	17	42	19	2	3	2,313	979	78	42
MORE THAN 10 YEARS	936	399	96	69	23	6	40	10	18	2	0	0	1,113	486	75	42
AVERAGE YEARS	11.5	11.9	14.6	13.6	16.8	12.5	17.6	13.6	12.9	4.8	0.5	-0.3	11.9	12.0	24.2	23.1
DEPARTMENT AVERAGE YEARS	11.9															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	148	267	17	61	1	1	4	7	9	12	2	2	181	350	0	3
6 - 10 YEARS	71	122	8	20	0	0	2	6	2	2	0	0	83	150	1	1
11- 15 YEARS	47	60	6	20	0	2	1	3	2	0	0	0	56	85	5	4
16 - 20 YEARS	44	109	25	40	0	0	4	18	5	1	0	0	78	168	7	7
21 - 25 YEARS	14	78	3	20	1	1	3	6	2	0	0	0	23	105	2	7
26 - 30 YEARS	42	128	12	27	0	1	3	3	0	1	0	0	57	160	9	11
31 - 35 YEARS	36	29	5	6	0	0	2	0	1	0	0	0	44	35	4	1
36 - 40 YEARS	9	7	1	0	0	1	0	0	0	0	0	0	10	8	4	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
DEPARTMENT TOTAL	414	800	77	194	2	6	19	43	21	16	2	2	535	1,061	33	35
MORE THAN 10 YEARS	195	411	52	113	1	5	13	30	10	2	0	0	271	561	32	31
AVERAGE YEARS	12.9	13.5	15.8	13.7	12.5	19.2	17.7	14.7	10.4	5.3	2.5	0.5	13.3	13.5	24.7	21.0
DEPARTMENT AVERAGE YEARS	13.4															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	5,830	5,944	643	1,694	57	41	136	225	89	93	146	135	6,901	8,132	27	26
6 - 10 YEARS	4,776	3,592	550	1,309	93	57	146	143	63	73	0	1	5,628	5,175	36	50
11- 15 YEARS	3,052	2,395	343	686	52	40	84	114	37	49	0	0	3,568	3,284	122	154
16 - 20 YEARS	4,816	3,069	742	1,123	119	50	163	193	60	60	1	0	5,901	4,495	330	244
21 - 25 YEARS	1,293	1,781	266	680	30	23	42	75	22	28	0	0	1,653	2,587	139	225
26 - 30 YEARS	2,141	2,387	310	815	31	28	57	69	19	15	0	0	2,558	3,314	223	210
31 - 35 YEARS	766	705	67	264	7	1	28	12	9	3	0	0	877	985	81	59
36 - 40 YEARS	157	96	4	20	1	2	2	3	6	0	0	0	170	121	24	12
MORE THAN 40 YEARS	13	3	2	1	0	0	0	0	0	0	0	0	15	4	3	2
STATEWIDE TOTAL	22,844	19,972	2,927	6,592	390	242	658	834	305	321	147	136	27,271	28,097	985	982
MORE THAN 10 YEARS	12,238	10,436	1,734	3,589	240	144	376	466	153	155	1	0	14,742	14,790	922	906
AVERAGE YEARS	12.9	13.1	14.0	13.9	14.0	14.1	13.7	12.9	12.5	11.4	1.5	0.9	13.0	13.2	21.3	20.9
STATEWIDE AVERAGE YEARS	13.1															

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Third Quarter of FY 2005

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	20	2.42%
Dismissal	59	7.14%
Expired Appointment	126	15.25%
Total Involuntary Separations	205	24.82%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	239	28.93%
Layoff/Leave of Absence Rights Expired	44	5.33%
Waived Rights Leave of Absence	44	5.33%
Settlement	1	0.12%
Total Voluntary Separations	328	39.71%
<i>RETIREMENT</i>		
Retirement	192	23.24%
Early Retirement	10	1.21%
Disability Retirement	31	3.75%
Deferred Retirement	22	2.66%
Total Retirements	255	30.87%
<i>UNDEFINED SEPARATIONS</i>		
Undefined	38	4.60%
TOTAL SEPARATIONS	826	100.00%

Source: MAIN MIDB Civil Service HWF10

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING MAR-27-2005 TO PAY PERIOD ENDING JUN-18-2005

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	4	16	0	0	20	11	0	0	0	0	11	9
ATTORNEY GENERAL	12	0	1	0	13	6	0	0	0	0	6	7
AUDITOR GENERAL	7	8	0	0	15	1	0	0	0	0	1	14
CAREER DEVELOPMENT	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL RIGHTS	0	1	0	0	1	5	0	0	1	0	6	-5
CIVIL SERVICE	1	1	0	0	2	2	0	0	0	0	2	0
COMMUNITY HEALTH	74	28	3	0	105	135	0	6	6	3	150	-45
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	1	0	0	0	0	1	-1
CORRECTIONS	40	10	1	0	51	203	0	0	2	0	205	-154
EDUCATION	8	1	0	0	9	6	0	0	0	0	6	3
ENVIRONMENTAL QUALITY	7	27	0	0	34	14	0	0	1	0	15	19
EXECUTIVE OFFICE	3	3	0	0	6	1	0	0	0	0	1	5
HISTORY ARTS AND LIBRARIES	0	21	9	0	30	8	0	0	0	0	8	22
HUMAN SERVICES	92	1	6	0	99	92	0	1	11	3	107	-8
INFORMATION TECHNOLOGY	9	7	0	0	16	19	0	0	0	0	19	-3
LABOR & ECONOMIC GROWTH	36	43	2	0	81	58	0	0	2	0	60	21
MANAGEMENT & BUDGET	13	15	0	0	28	15	0	0	1	0	16	12
MILITARY AFFAIRS	9	22	0	0	31	8	0	0	0	0	8	23
NATURAL RESOURCES	12	1276	159	0	1447	98	0	0	0	0	98	1,349
STATE	15	85	0	0	100	27	0	0	3	0	30	70
STATE POLICE	8	7	0	0	15	20	0	0	1	0	21	-6
TRANSPORTATION	39	329	10	0	378	24	0	0	1	0	25	353
TREASURY	27	9	2	0	38	17	0	0	2	0	19	19
STATEWIDE TOTALS	416	1,910	193	0	2,519	772	0	7	31	6	816	1,703

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. This report counts the latest appointment or separation transaction entered during the period indicated in the report.

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as “handicapped” or “disabled.” [There is no uniform or objective definition of “handicapped” or “disabled” and employees have been permitted to self-identify as “handicapped” or “disabled.” Identification as “handicapped” or “disabled” does not imply that the employee meets the definition of “disabled” in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethnic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the “EEO-4 Report”). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

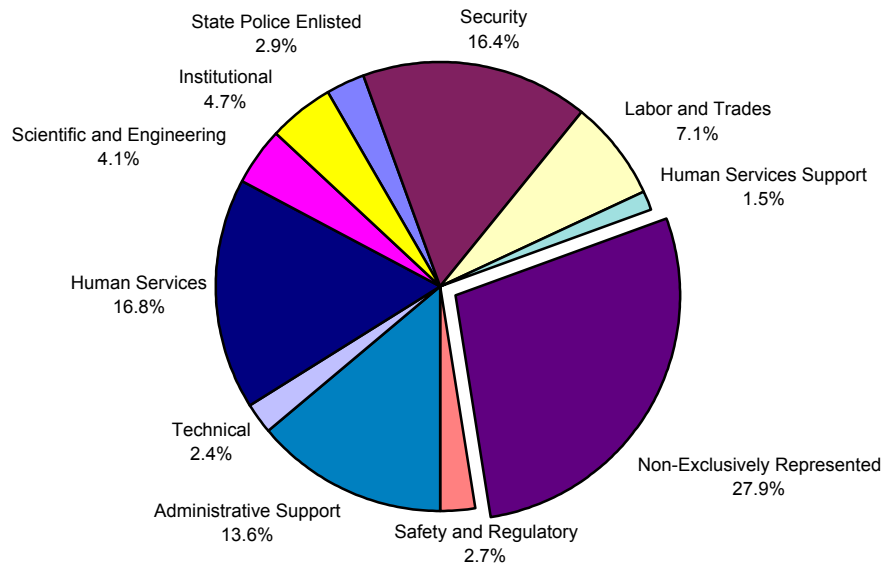
SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

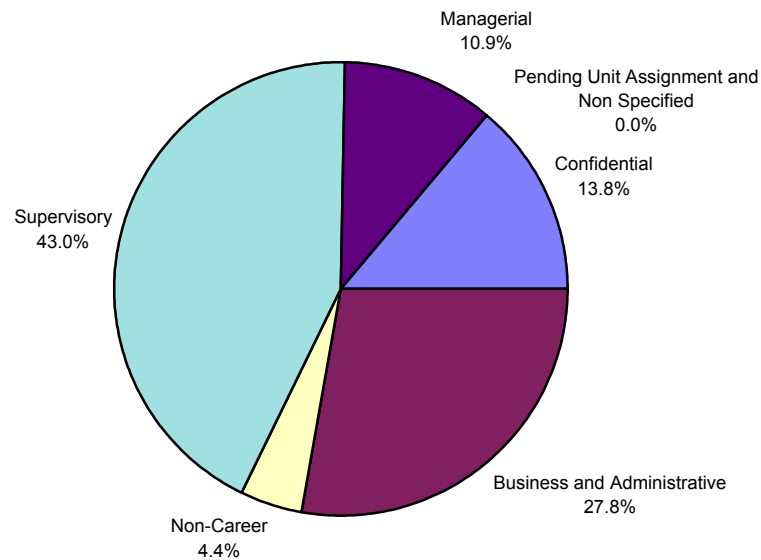
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
As of June 18, 2005**

Graph 5-1

**Exclusively Represented
39,918 Employees**



**Non-Exclusively Represented
15,450 Employees**



Source: MAIN MIDB Civil Service HWF44

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

Table 5-1

PAY PERIOD ENDING JUNE 18, 2005

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A. EMPLS	PCT	U.A.W. LOCAL 6008 EMPLS	PCT	MCO, SEIU LOCAL 526-M EMPLS	PCT	SEIU LOCAL 31-M EMPLS	PCT	MPES, SEIU LOCAL 517 EMPLS	PCT	U.T.E.A. EMPLS	PCT	M.S.P.T.A. EMPLS	PCT	AFSCME COUNCIL 25 EMPLS	PCT
A02 SAFETY & REGULATORY	1,468	1,245	84.8	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,926	3,718	94.7	5	0.1	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
C12 SECURITY	9,075	0	0.0	0	0.0	8,790	96.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	850	0	0.0	0	0.0	0	0.0	783	92.1	1	0.1	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,246	0	0.0	0	0.0	1	0.0	6	0.3	2,156	96.0	1	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,319	1	0.1	0	0.0	0	0.0	0	0.0	1	0.1	1,256	95.2	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,601	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,590	99.3	0	0.0
U11 INSTITUTIONAL	2,602	0	0.0	2	0.1	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,843	70.8
W22 HUMAN SERVICES	9,281	2	0.0	8,813	95.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	0.0
W41 ADMINISTRATIVE SUPPORT	7,550	2	0.0	7,000	92.7	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,301	2	0.0	8	0.2	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,639	0	0.0	9	0.1	2	0.0	0	0.0	2	0.0	0	0.0	1	0.0	0	0.0
Y52 NONCAREER	682	1	0.1	0	0.0	0	0.0	0	0.0	1	0.1	2	0.3	0	0.0	0	0.0
Y98 MANAGERIAL	1,689	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,133	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	39,918	4,968	12.4	15,821	39.6	8,792	22.0	789	2.0	2,158	5.4	1,259	3.2	1,590	4.0	1,845	4.6
NON-EXCLUSIVELY REPRESENTED TOTAL	15,450	4	0.0	21	0.1	2	0.0	1	0.0	3	0.0	2	0.0	1	0.0	0	0.0
STATEWIDE TOTALS	55,368	4,972	9.0	15,842	28.6	8,794	15.9	790	1.4	2,161	3.9	1,261	2.3	1,591	2.9	1,845	3.3

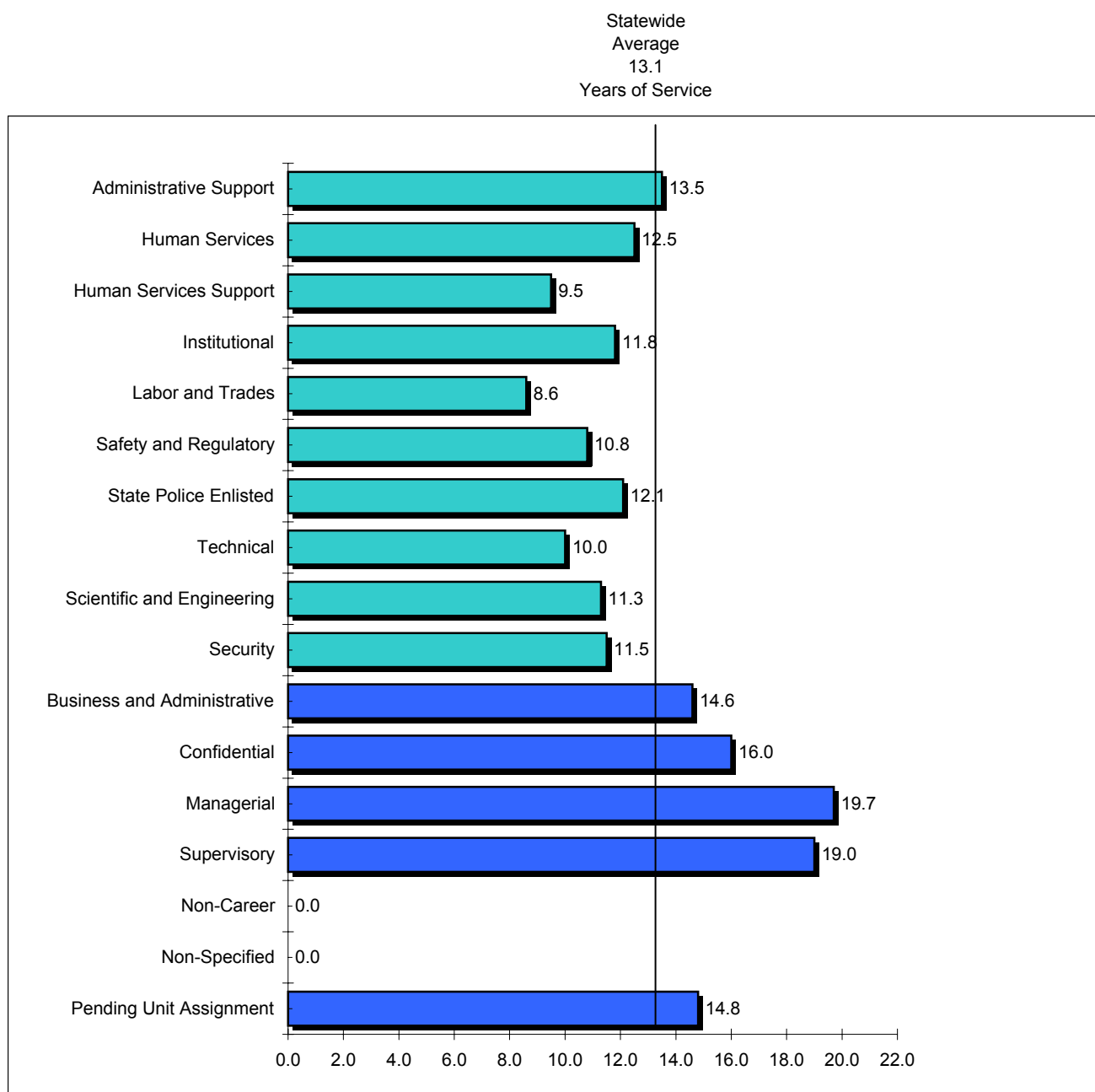
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44

REPORT SEQUENCE: UNION_CD

TABLES USED: HRM_GRP1-5_DEDUCTIONS, HRM_APPT_DEPART

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
As of Pay Period Ending June 18, 2005



- Exclusively Represented Units
- Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABLED ANALYSIS
PAY PERIOD ENDING JUN 18, 2005

Table 5-2

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	356	94	27	14	2	1	8	2	4	1	1	1	398	113	2	0
6 - 10 YEARS	228	49	12	14	5	3	3	0	2	1	0	0	250	67	2	0
11- 15 YEARS	157	26	12	21	2	1	5	0	0	0	0	0	176	48	3	3
16 - 20 YEARS	119	41	18	21	3	2	6	2	2	0	0	0	148	66	7	2
21 - 25 YEARS	37	19	10	13	3	0	2	1	0	0	0	0	52	33	3	1
26 - 30 YEARS	48	16	7	14	2	0	1	0	0	0	0	0	58	30	1	2
31 - 35 YEARS	13	7	0	2	0	0	1	0	0	0	0	0	14	9	2	1
36 - 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	964	252	86	99	17	7	26	5	8	2	1	1	1,102	366	21	9
MORE THAN 10 YEARS	380	109	47	71	10	3	15	3	2	0	0	0	454	186	17	9
AVERAGE YEARS	10.0	10.9	12.5	15.7	14.5	10.6	12.7	12.2	8.3	3.0	1.0	0.0	10.4	12.1	18.3	21.4
BARGAINING UNIT AVERAGE YEARS			10.8													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	1,298	598	39	9	13	4	16	1	2	2	16	11	1,384	625	4	1
6 - 10 YEARS	446	48	35	5	13	1	9	0	0	1	0	0	503	55	7	0
11- 15 YEARS	267	29	25	3	2	0	6	1	1	0	0	0	301	33	14	1
16 - 20 YEARS	372	27	42	7	10	0	11	2	2	0	0	0	437	36	37	1
21 - 25 YEARS	132	12	19	4	2	0	7	2	0	0	0	0	160	18	13	1
26 - 30 YEARS	225	23	15	5	8	0	10	2	0	0	0	0	258	30	25	2
31 - 35 YEARS	53	3	2	2	3	0	9	1	0	0	0	0	67	6	4	1
36 - 40 YEARS	13	0	0	0	0	0	0	0	0	0	0	0	13	0	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	2,806	740	177	35	51	5	68	9	5	3	16	11	3,123	803	106	7
MORE THAN 10 YEARS	1,062	94	103	21	25	0	43	8	3	0	0	0	1,236	123	95	6
AVERAGE YEARS	9.5	3.2	13.2	14.2	13.9	2.0	16.2	19.8	10.4	2.0	0.6	0.0	9.8	3.8	20.0	21.0
BARGAINING UNIT AVERAGE YEARS			8.6													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	1,249	305	192	161	25	6	30	20	6	0	23	5	1,525	497	3	1
6 - 10 YEARS	1,697	358	165	172	55	12	63	13	5	1	0	0	1,985	556	3	4
11- 15 YEARS	907	174	76	54	25	4	22	5	1	0	0	0	1,031	237	22	2
16 - 20 YEARS	1,958	233	222	154	58	6	48	6	5	0	0	0	2,291	399	89	19
21 - 25 YEARS	234	25	40	20	7	0	3	0	0	0	0	0	284	45	14	3
26 - 30 YEARS	159	13	21	7	2	0	2	0	0	0	0	0	184	20	5	0
31 - 35 YEARS	18	0	2	0	0	0	0	0	0	0	0	0	20	0	2	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	6,223	1,108	718	568	172	28	168	44	17	1	23	5	7,321	1,754	138	29
MORE THAN 10 YEARS	3,277	445	361	235	92	10	75	11	6	0	0	0	3,811	701	132	24
AVERAGE YEARS	11.9	10.0	11.9	10.6	11.9	9.9	11.0	7.6	9.1	6.0	3.0	2.4	11.8	10.1	17.8	16.2
BARGAINING UNIT AVERAGE YEARS			11.5													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	53	125	47	198	0	2	5	16	2	4	3	4	110	349	4	1
6 - 10 YEARS	13	25	11	15	0	3	0	1	1	2	0	0	25	46	2	1
11- 15 YEARS	23	38	3	31	0	1	2	10	0	0	0	0	28	80	9	7
16 - 20 YEARS	11	34	7	25	0	1	2	3	0	1	0	0	20	64	7	5
21 - 25 YEARS	5	22	1	11	0	2	1	0	0	0	0	0	7	35	2	5
26 - 30 YEARS	8	26	2	18	1	2	0	1	0	0	0	0	11	47	4	4
31 - 35 YEARS	7	9	1	7	0	0	0	0	0	0	0	0	8	16	2	0
36 - 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	120	280	73	307	1	11	10	31	3	7	3	4	210	640	30	23
MORE THAN 10 YEARS	54	130	15	94	1	6	5	14	0	1	0	0	75	245	24	21
AVERAGE YEARS	10.9	11.2	7.0	8.1	29.0	14.4	10.1	8.7	4.7	6.0	1.7	2.8	9.3	9.5	16.4	18.6
BARGAINING UNIT AVERAGE YEARS			9.5													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	460	256	16	12	2	0	3	2	14	10	1	3	496	283	2	0
6 - 10 YEARS	233	104	7	8	1	0	4	4	11	10	0	0	256	126	0	1
11- 15 YEARS	255	132	7	6	0	1	6	1	9	4	0	0	277	144	3	2
16 - 20 YEARS	186	96	17	10	2	3	3	1	8	4	0	0	216	114	8	2
21 - 25 YEARS	76	30	9	2	0	0	0	0	3	2	0	0	88	34	2	1
26 - 30 YEARS	112	24	6	2	0	0	3	0	5	0	0	0	126	26	3	2
31 - 35 YEARS	39	3	1	0	0	0	0	0	2	0	0	0	42	3	1	0
36 - 40 YEARS	11	0	0	0	0	0	0	0	2	0	0	0	13	0	2	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	1,374	645	63	40	5	4	19	8	54	30	1	3	1,516	730	22	8
MORE THAN 10 YEARS	681	285	40	20	2	4	12	2	29	10	0	0	764	321	20	7
AVERAGE YEARS	11.8	9.8	14.3	11.2	9.4	18.5	13.1	6.8	13.3	8.9	4.0	1.7	12.0	9.8	21.0	18.4
BARGAINING UNIT AVERAGE YEARS			11.3													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	407	147	15	14	1	0	8	1	7	4	1	2	439	168	1	0
6 - 10 YEARS	125	30	2	0	0	0	2	0	5	1	0	0	134	31	0	0
11- 15 YEARS	111	40	5	5	1	0	1	0	3	2	0	0	121	47	4	1
16 - 20 YEARS	131	33	15	6	0	1	2	1	1	1	0	0	149	42	6	2
21 - 25 YEARS	25	7	4	5	1	0	1	1	0	0	0	0	31	13	0	0
26 - 30 YEARS	44	9	3	1	1	0	3	1	1	0	0	0	52	11	5	1
31 - 35 YEARS	44	6	1	1	0	0	3	0	1	0	0	0	49	7	4	0
36 - 40 YEARS	18	1	0	0	0	0	1	0	1	0	0	0	20	1	4	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
BARGAINING UNIT TOTAL	908	274	45	32	4	1	21	4	19	8	1	2	998	321	24	4
MORE THAN 10 YEARS	376	97	28	18	3	1	11	3	7	3	0	0	425	122	23	4
AVERAGE YEARS	10.2	8.3	13.0	11.4	16.0	19.0	15.1	17.0	10.5	5.9	3.0	2.0	10.5	8.7	24.3	19.8
BARGAINING UNIT AVERAGE YEARS			10.0													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	181	15	4	1	1	0	0	0	0	0	1	0	187	16	0	0
6 - 10 YEARS	497	51	32	4	10	0	16	0	3	0	0	0	558	55	0	0
11- 15 YEARS	209	50	19	4	9	0	8	1	2	1	0	0	247	56	2	0
16 - 20 YEARS	199	58	41	3	6	0	13	1	1	0	0	0	260	62	1	0
21 - 25 YEARS	32	7	15	0	1	0	4	0	0	0	0	0	52	7	0	0
26 - 30 YEARS	56	4	11	1	0	0	2	0	0	0	0	0	69	5	1	0
31 - 35 YEARS	17	0	1	0	0	0	2	0	0	0	0	0	20	0	0	0
36 - 40 YEARS	6	0	1	0	0	0	0	0	0	0	0	0	7	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,197	185	124	13	27	0	45	2	6	1	1	0	1,400	201	4	0
MORE THAN 10 YEARS	519	119	88	8	16	0	29	2	3	1	0	0	655	130	4	0
AVERAGE YEARS	11.5	12.9	15.9	13.1	12.3	0.0	15.2	16.0	11.2	15.0	1.0	0.0	12.0	13.0	16.8	0.0
BARGAINING UNIT AVERAGE YEARS			12.1													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	287	399	77	154	2	3	13	11	3	4	4	2	386	573	1	0
6 - 10 YEARS	145	187	53	72	1	2	7	5	3	2	0	0	209	268	2	0
11- 15 YEARS	87	73	38	47	0	1	5	3	1	0	0	0	131	124	5	0
16 - 20 YEARS	93	107	32	52	4	1	3	6	1	2	0	0	133	168	6	2
21 - 25 YEARS	65	99	25	44	3	0	1	2	0	0	0	0	94	145	8	6
26 - 30 YEARS	102	136	47	46	1	0	4	4	1	0	0	0	155	186	7	7
31 - 35 YEARS	9	9	1	5	0	0	1	0	0	0	0	0	11	14	5	0
36 - 40 YEARS	0	3	0	2	0	0	0	0	0	0	0	0	0	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	788	1,013	273	422	11	7	34	31	9	8	4	2	1,119	1,483	34	15
MORE THAN 10 YEARS	356	427	143	196	8	2	14	15	3	2	0	0	524	642	31	15
AVERAGE YEARS	11.7	11.5	12.9	12.1	17.2	7.4	10.6	12.2	10.9	8.0	1.8	1.5	12.0	11.6	21.7	24.7
BARGAINING UNIT AVERAGE YEARS			11.8													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	461	1,303	93	618	4	10	20	72	17	17	6	11	601	2,031	6	8
6 - 10 YEARS	467	863	117	546	2	12	23	64	7	26	0	0	616	1,511	4	17
11- 15 YEARS	299	599	67	255	2	12	9	47	3	17	0	0	380	930	19	39
16 - 20 YEARS	304	492	72	236	2	5	17	47	5	11	0	0	400	791	28	40
21 - 25 YEARS	138	368	26	228	1	7	3	18	5	7	0	0	173	628	15	54
26 - 30 YEARS	268	371	38	247	2	4	6	4	3	2	0	0	317	628	27	33
31 - 35 YEARS	67	92	13	73	0	0	0	3	0	0	0	0	80	168	8	9
36 - 40 YEARS	9	7	1	7	0	1	0	1	0	0	0	0	10	16	0	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	2,014	4,095	427	2,210	13	51	78	256	40	80	6	11	2,578	6,703	107	201
MORE THAN 10 YEARS	1,086	1,929	217	1,046	7	29	35	120	16	37	0	0	1,361	3,161	97	176
AVERAGE YEARS	13.6	12.0	12.7	12.7	13.3	13.7	11.2	10.8	10.9	10.8	2.7	1.2	13.3	12.2	20.2	19.5
BARGAINING UNIT AVERAGE YEARS			12.5													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	180	1,470	31	282	2	7	10	62	2	15	14	50	239	1,886	0	12
6 - 10 YEARS	134	964	25	261	1	19	5	38	2	9	0	0	167	1,291	5	17
11- 15 YEARS	55	542	6	99	1	7	3	30	1	3	0	0	66	681	16	66
16 - 20 YEARS	54	760	15	242	1	19	6	61	2	8	0	0	78	1,090	17	84
21 - 25 YEARS	32	517	19	143	0	6	4	29	0	6	0	0	55	701	10	66
26 - 30 YEARS	47	699	5	183	0	12	4	21	0	2	0	0	56	917	14	68
31 - 35 YEARS	19	197	3	70	0	0	0	2	0	0	0	0	22	269	2	14
36 - 40 YEARS	1	30	0	1	0	0	0	0	0	0	0	0	1	31	0	2
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	522	5,179	104	1,281	5	70	32	243	7	43	14	50	684	6,866	64	329
MORE THAN 10 YEARS	208	2,745	48	738	2	44	17	143	3	19	0	0	278	3,689	59	300
AVERAGE YEARS	11.2	13.6	12.5	14.9	8.6	15.5	13.1	13.4	10.0	11.3	0.9	0.4	11.2	13.8	19.7	19.8
BARGAINING UNIT AVERAGE YEARS			13.5													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y00 NON-SPECIFIED																
LESS THAN 6 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS			0.0													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	373	389	41	78	4	2	9	7	20	21	57	18	504	515	2	0
6 - 10 YEARS	311	323	34	86	0	0	7	10	15	9	0	1	367	429	7	1
11- 15 YEARS	170	191	25	37	1	3	5	4	6	8	0	0	207	243	9	14
16 - 20 YEARS	224	326	56	96	3	3	13	22	15	14	1	0	312	461	33	24
21 - 25 YEARS	86	163	14	55	2	0	5	4	6	2	0	0	113	224	18	18
26 - 30 YEARS	226	328	46	58	0	3	6	3	2	4	0	0	280	396	27	28
31 - 35 YEARS	89	105	3	15	1	0	3	1	1	1	0	0	97	122	12	8
36 - 40 YEARS	10	18	0	0	0	0	0	1	0	0	0	0	10	19	2	3
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	1,490	1,843	220	425	11	11	48	52	65	59	58	19	1,892	2,409	111	96
MORE THAN 10 YEARS	806	1,131	145	261	7	9	32	35	30	29	1	0	1,021	1,465	102	95
AVERAGE YEARS	14.1	15.6	15.6	15.2	14.3	16.5	15.9	14.8	11.0	11.6	1.5	1.7	13.8	15.3	22.0	22.8
BARGAINING UNIT AVERAGE YEARS			14.6													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	2	2	0	0	0	0	0	0	0	0	0	0	2	2	2	0
MORE THAN 10 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
AVERAGE YEARS	22.0	7.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	22.0	7.5	22.0	0.0
BARGAINING UNIT AVERAGE YEARS			14.8													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	148	147	16	38	1	1	5	2	7	6	2	0	179	194	1	0
6 - 10 YEARS	336	276	43	88	5	3	3	5	7	5	0	0	394	377	3	6
11- 15 YEARS	412	289	45	89	8	7	11	9	9	9	0	0	485	403	12	13
16 - 20 YEARS	1,007	496	178	186	27	7	32	16	11	10	0	0	1,255	715	81	36
21 - 25 YEARS	344	308	66	116	7	4	10	6	8	6	0	0	435	440	40	47
26 - 30 YEARS	610	373	72	133	9	3	11	14	4	3	0	0	706	526	75	29
31 - 35 YEARS	240	115	24	46	2	0	4	4	3	1	0	0	273	166	25	11
36 - 40 YEARS	57	16	2	8	0	1	0	1	3	0	0	0	62	26	9	5
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	1
BARGAINING UNIT TOTAL	3,156	2,021	446	704	59	26	76	57	52	40	2	0	3,791	2,848	246	148
MORE THAN 10 YEARS	2,672	1,598	387	578	53	22	68	50	38	29	0	0	3,218	2,277	242	142
AVERAGE YEARS	19.5	18.4	19.2	19.3	18.3	17.7	18.7	20.2	17.3	15.4	1.5	0.0	19.4	18.6	23.6	22.9
BARGAINING UNIT AVERAGE YEARS			19.0													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	208	339	20	51	0	3	6	17	3	4	14	17	251	431	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	208	339	20	51	0	3	6	17	3	4	14	17	251	431	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	-0.3	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS			0.0													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	96	87	13	16	0	0	2	3	2	1	1	3	114	110	1	1
6 - 10 YEARS	90	65	5	5	0	0	1	0	1	1	0	0	97	71	0	2
11- 15 YEARS	82	51	9	7	0	0	1	0	1	3	0	0	93	61	3	0
16 - 20 YEARS	121	108	17	27	3	0	4	4	6	2	0	0	151	141	7	8
21 - 25 YEARS	73	64	17	19	3	1	1	2	0	3	0	0	94	89	10	7
26 - 30 YEARS	203	126	30	32	3	3	4	3	2	2	0	0	242	166	25	9
31 - 35 YEARS	137	41	14	22	0	0	4	0	2	1	0	0	157	64	13	6
36 - 40 YEARS	22	10	0	0	1	0	1	0	0	0	0	0	24	10	4	0
MORE THAN 40 YEARS	4	0	0	1	0	0	0	0	0	0	0	0	4	1	1	1
BARGAINING UNIT TOTAL	828	552	105	129	10	4	18	12	14	13	1	3	976	713	64	34
MORE THAN 10 YEARS	642	400	87	108	10	4	15	9	11	11	0	0	765	532	63	31
AVERAGE YEARS	20.5	18.0	20.5	21.1	25.2	26.5	22.8	17.9	17.9	18.5	2.0	1.3	20.5	18.5	27.0	23.9
BARGAINING UNIT AVERAGE YEARS			19.7													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	72	268	12	48	0	2	1	9	0	4	2	8	87	339	0	2
6 - 10 YEARS	54	249	9	33	0	2	3	3	1	5	0	0	67	292	1	1
11- 15 YEARS	18	160	6	28	1	3	0	3	0	2	0	0	25	196	1	6
16 - 20 YEARS	36	258	10	58	0	2	3	21	1	7	0	0	50	346	2	19
21 - 25 YEARS	13	140	1	20	0	3	0	10	0	2	0	0	14	175	3	16
26 - 30 YEARS	33	239	7	68	2	1	1	16	1	2	0	0	44	326	4	25
31 - 35 YEARS	14	118	1	21	1	1	1	1	0	0	0	0	17	141	1	9
36 - 40 YEARS	3	10	0	0	0	0	0	0	0	0	0	0	3	10	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	243	1,443	46	276	4	14	9	63	3	22	2	8	307	1,826	12	79
MORE THAN 10 YEARS	117	926	25	195	4	10	5	51	2	13	0	0	153	1,195	11	76
AVERAGE YEARS	13.1	16.3	13.2	17.5	24.8	15.3	15.1	18.6	18.3	14.0	1.5	1.3	13.3	16.4	22.7	23.3
BARGAINING UNIT AVERAGE YEARS			16.0													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	5,830	5,944	643	1,694	57	41	136	225	89	93	146	135	6,901	8,132	27	26
6 - 10 YEARS	4,776	3,592	550	1,309	93	57	146	143	63	73	0	1	5,628	5,175	36	50
11- 15 YEARS	3,052	2,395	343	686	52	40	84	114	37	49	0	0	3,568	3,284	122	154
16 - 20 YEARS	4,816	3,069	742	1,123	119	50	163	193	60	60	1	0	5,901	4,495	330	244
21 - 25 YEARS	1,293	1,781	266	680	30	23	42	75	22	28	0	0	1,653	2,587	139	225
26 - 30 YEARS	2,141	2,387	310	815	31	28	57	69	19	15	0	0	2,558	3,314	223	210
31 - 35 YEARS	766	705	67	264	7	1	28	12	9	3	0	0	877	985	81	59
36 - 40 YEARS	157	96	4	20	1	2	2	3	6	0	0	0	170	121	24	12
MORE THAN 40 YEARS	13	3	2	1	0	0	0	0	0	0	0	0	15	4	3	2
STATEWIDE TOTAL	22,844	19,972	2,927	6,592	390	242	658	834	305	321	147	136	27,271	28,097	985	982
MORE THAN 10 YEARS	12,238	10,436	1,734	3,589	240	144	376	466	153	155	1	0	14,742	14,790	922	906
AVERAGE YEARS	12.9	13.1	14.0	13.9	14.0	14.1	13.7	12.9	12.5	11.4	1.5	0.9	13.0	13.2	21.3	20.9
STATEWIDE AVERAGE YEARS			13.1													

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay Period Ending: 13 06/18/2005

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,474	3%	43.5	\$21.13	975	66%
A31 - LABOR AND TRADES	3,938	7%	42.1	\$15.91	1,920	49%
C12 - SECURITY	9,158	16%	41.7	\$21.11	7,396	81%
E42 - HUMAN SERVICES SUPPORT	850	2%	46.0	\$19.05	408	48%
H21 - SCIENTIFIC & ENGINEERING	2,246	4%	42.5	\$27.50	1,442	64%
L32 - TECHNICAL	1,319	2%	39.2	\$18.84	708	54%
T01 - STATE POLICE ENLISTED	1,605	3%	38.1	\$27.08	1,350	84%
U11 - INSTITUTIONAL	2,628	5%	44.7	\$17.57	1,651	63%
W22 - HUMAN SERVICES	9,292	17%	45.5	\$23.54	6,382	69%
W41 - ADMINISTRATIVE SUPPORT	7,552	14%	46.1	\$18.08	5,265	70%
Y00 - NON-SPECIFIED	2	0%	38.4	\$12.37	0	0%
Y23 - BUSINESS & ADMINISTRATION	4,302	8%	46.1	\$27.35	3,217	75%
Y50 - PENDING UNIT ASSIGNMENT	4	0%	44.9	\$20.11	3	75%
Y51 - SUPERVISORY	6,648	12%	48.7	\$28.92	6,241	94%
Y52 - NONCAREER	682	1%	23.9	\$12.08	0	0%
Y98 - MANAGERIAL	1,689	3%	50.5	\$41.91	1,467	87%
Y99 - CONFIDENTIAL	2,134	4%	46.1	\$23.94	1,677	79%
STATEWIDE TOTAL	55,523	100%	44.5	\$22.96	40,102	72%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING JUNE 18, 2005

		Health Insurance							Dental Insurance						Vision Insurance	
Bargaining Unit		Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	7,552	3,437	46%	3,181	42%	114	2%	6,488	86%	277	4%	28	0%	6,814	90%
Y23	BUSINESS & ADMINISTRATION	4,302	1,805	42%	2,103	49%	81	2%	3,853	90%	151	4%	24	1%	4,041	94%
Y99	CONFIDENTIAL	2,134	880	41%	1,009	47%	36	2%	1,908	89%	46	2%	2	0%	1,955	92%
W22	HUMAN SERVICES	9,292	5,480	59%	3,094	33%	133	1%	8,446	91%	303	3%	42	0%	8,811	95%
E42	HUMAN SERVICES SUPPORT	850	518	61%	245	29%	10	1%	738	87%	42	5%	2	0%	785	92%
U11	INSTITUTIONAL	2,628	1,613	61%	763	29%	16	1%	2,369	90%	39	1%	3	0%	2,413	92%
A31	LABOR AND TRADES	3,938	1,524	39%	904	23%	27	1%	2,450	62%	2	0%	7	0%	2,462	63%
Y98	MANAGERIAL	1,689	896	53%	692	41%	20	1%	1,591	94%	28	2%	4	0%	1,622	96%
Y52	NONCAREER	682	1	0%	1	0%	0	0%	2	0%	0	0%	0	0%	2	0%
Y00	NON-SPECIFIED	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	4	0	0%	4	100%	0	0%	3	75%	1	25%	0	0%	4	100
A02	SAFETY & REGULATORY	1,474	970	66%	306	21%	32	2%	1,276	87%	12	1%	11	1%	1,307	89%
H21	SCIENTIFIC & ENGINEERING	2,246	1,230	55%	851	38%	41	2%	2,066	92%	50	2%	17	1%	2,149	96%
C12	SECURITY	9,158	5,671	62%	3,045	33%	56	1%	8,611	94%	190	2%	13	0%	8,817	96%
T01	STATE POLICE ENLISTED	1,605	1,458	91%	113	7%	4	0%	1,570	98%	5	0%	0	0%	1,573	98%
Y51	SUPERVISORY	6,648	3,758	57%	2,418	36%	83	1%	6,180	93%	115	2%	18	0%	6,314	95%
L32	TECHNICAL	1,319	596	45%	360	27%	14	1%	949	72%	25	2%	7	1%	980	74%
STATEWIDE TOTALS:		55,523	29,837	54%	19,089	34%	667	1%	48,500	87%	1,286	2%	178	0%	50,049	90%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING JUNE 18, 2005

		Disability Insurance					Life Insurance				Long Term Care Insurance	
Bargaining Unit		Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	7,552	6,492	86%	142	2%	6,536	87%	420	6%	787	10%
Y23	BUSINESS & ADMINISTRATION	4,302	3,765	88%	48	1%	3,868	90%	310	7%	902	21%
Y99	CONFIDENTIAL	2,134	1,931	90%	25	1%	1,946	91%	133	6%	439	21%
W22	HUMAN SERVICES	9,292	8,576	92%	0	0%	8,663	93%	573	6%	1,199	13%
E42	HUMAN SERVICES SUPPORT	850	664	78%	0	0%	791	93%	59	7%	63	7%
U11	INSTITUTIONAL	2,628	2,275	87%	2	0%	2,496	95%	82	3%	78	3%
A31	LABOR AND TRADES	3,938	2,351	60%	17	0%	2,476	63%	111	3%	140	4%
Y98	MANAGERIAL	1,689	1,551	92%	36	2%	1,557	92%	82	5%	471	28%
Y52	NONCAREER	682	0	0%	0	0%	2	0%	1	0%	0	0%
Y00	NON-SPECIFIED	2	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	4	4	100%	0	0%	4	100%	0	0%	1	25%
A02	SAFETY & REGULATORY	1,474	1,197	81%	82	6%	1,201	81%	85	6%	105	7%
H21	SCIENTIFIC & ENGINEERING	2,246	1,834	82%	24	1%	1,970	88%	199	9%	291	13%
C12	SECURITY	9,158	8,802	96%	0	0%	8,894	97%	262	3%	256	3%
T01	STATE POLICE ENLISTED	1,605	1,514	94%	1,142	71%	0	0%	33	2%	94	6%
Y51	SUPERVISORY	6,648	6,443	97%	209	3%	6,106	92%	232	3%	1,147	17%
L32	TECHNICAL	1,319	868	66%	20	2%	869	66%	88	7%	92	7%
STATEWIDE TOTALS:		55,523	48,267	87%	1,747	3%	47,379	85%	2,670	5%	6,065	11%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Table 5-9

Pay Period Number: 13 Ending June 18, 2005

EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulation	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	634	29	67	0	0	246	21	0	0	0	88	451
ATTORNEY GENERAL	11	531	32	3	0	0	0	0	0	0	0	112	147
AUDITOR GENERAL	03	157	0	2	0	0	0	0	0	0	0	1	3
CIVIL RIGHTS	15	135	0	0	0	0	0	0	0	0	63	18	81
CIVIL SERVICE	19	210	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,381	49	124	207	0	143	50	0	1,164	680	550	2,967
CORRECTIONS	47	16,610	14	830	8,867	0	10	87	0	556	2,099	1,198	13,661
EDUCATION	31	360	2	14	0	1	0	0	0	23	103	80	223
ENVIRONMENTAL QUALITY	76	1,519	35	2	0	0	824	50	0	0	1	206	1,118
EXECUTIVE OFFICE	01	53	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	259	22	44	0	0	7	3	0	0	49	46	171
HUMAN SERVICES	43	9,989	190	66	1	65	4	4	0	356	5,807	1,373	7,866
INFORMATION TECHNOLOGY	08	1,709	0	27	0	0	5	57	0	0	1	279	369
LABOR & ECONOMIC GROWTH	64	4,225	267	79	0	784	89	9	0	21	384	779	2,412
MANAGEMENT & BUDGET	07	1,029	6	302	0	0	30	9	0	0	2	133	482
MILITARY AFFAIRS	51	962	31	165	0	0	21	11	0	465	25	58	776
NATURAL RESOURCES	75	3,093	540	1,337	0	0	243	202	0	11	61	238	2,632
STATE	23	1,917	29	25	0	0	0	0	0	0	1	1,283	1,338
STATE POLICE	55	2,707	154	27	0	0	83	28	1,601	6	0	301	2,200
TRANSPORTATION	59	3,292	56	803	0	0	538	787	0	0	2	247	2,433
TREASURY	27	1,596	12	9	0	0	3	1	0	0	3	560	588
Grand Total:		55,368	1,468	3,926	9,075	850	2,246	1,319	1,601	2,602	9,281	7,550	39,918

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Table 5-10

Pay Period Number: 13 Ending June 18, 2005

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	634	36	21	22	27	0	77	183
ATTORNEY GENERAL	11	531	22	55	295	0	0	12	384
AUDITOR GENERAL	03	157	0	71	25	13	0	45	154
CIVIL RIGHTS	15	135	2	21	11	3	0	17	54
CIVIL SERVICE	19	210	1	164	22	6	0	17	210
COMMUNITY HEALTH	39	4,381	415	146	168	87	2	596	1,414
CORRECTIONS	47	16,610	170	294	156	43	0	2,286	2,949
EDUCATION	31	360	56	31	20	2	0	28	137
ENVIRONMENTAL QUALITY	76	1,519	63	45	20	93	0	180	401
EXECUTIVE OFFICE	01	53	0	48	0	5	0	0	53
HISTORY ARTS AND LIBRARIES	25	259	21	13	22	11	0	21	88
HUMAN SERVICES	43	9,989	415	383	186	3	0	1,136	2,123
INFORMATION TECHNOLOGY	08	1,709	968	67	84	44	0	177	1,340
LABOR & ECONOMIC GROWTH	64	4,225	807	238	232	149	1	386	1,813
MANAGEMENT & BUDGET	07	1,029	165	143	68	51	0	120	547
MILITARY AFFAIRS	51	962	19	27	15	2	0	123	186
NATURAL RESOURCES	75	3,093	77	50	53	13	1	267	461
STATE	23	1,917	143	71	51	14	0	300	579
STATE POLICE	55	2,707	112	49	46	2	0	298	507
TRANSPORTATION	59	3,292	194	130	86	79	2	368	859
TREASURY	27	1,596	615	66	107	35	0	185	1,008
Grand Total:		55,368	4,301	2,133	1,689	682	6	6,639	15,450

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 06
Report Sequence: HRS_DEPT_CD_DESC
Universe: Human Resource

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

Civil Service Positions - Positions as defined in the classified service.

Classified Employee - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

Disability - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
 - (A) Substantially limits one or more of the major life activities of the person, and
 - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

Employee Status Code Descriptions (active employees):

AA: Full-time (Classified)
AB: Part-time (Classified)
AC: Permanent Intermittent (Classified)
AD: Limited Term (Classified)
AE: Seasonal (Classified)
AF: Unclassified
AP: Workers Compensation
AQ: Non Career/Per Diem
AR: Special Personal Services (Unclassified)

Filled Position - A position in which a person is presently working.

Fiscal Year - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

Full Time Employee - Those employees scheduled to work 80 hours biweekly full-time.

General Fund - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

Hispanic - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Hourly Employees - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

HRMN - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Intermittent Employee - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

01: Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employee - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

Limited Term Employee - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Median - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

MIDB - Management Information Data Base.

Non-Career Employee - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Pay Range - A number that designates the range of pay rates or single pay received by a job class.

Pay Step - A pay level within a pay range.

Position - A classified job identified by its respective duties and responsibilities.

Primary Position - The level one position in HRMN which determines the employee's status and benefits eligibility.

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Recall List - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

Seasonal Employee - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employee - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

Turnover Separation - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

Unclassified Employee - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

- A** Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM)
- C** Michigan Corrections Organization (MCO)
- E** Local 31-M, Service Employees International Union, AFL-CIO (SEIU)
- H** Michigan Public Employees (MPES)
- L** United Technical Employees Association (UTEA)
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

Unit Code	<u>Unit</u>
01	<u>State Police Enlisted Unit</u> This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
02	<u>Safety and Regulatory Unit</u> Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
11	<u>Institutional Unit</u> This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
12	<u>Security Unit</u> The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
21	<u>Scientific and Engineering Unit</u> Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
22	<u>Human Services Unit</u> Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
23	<u>Business and Administrative Unit</u> Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
31	<u>Labor and Trades Unit</u> Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
32	<u>Technical Unit</u> Employees in this unit provide support services in the area of science and engineering.
41	<u>Administrative Support Unit</u> This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
42	<u>Human Services Support Unit</u> This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
50	<u>Pending Unit Assignment</u> Employees in positions in classifications that are pending unit assignment.

51 Supervisory Unit

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

52 Non-Career

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 Managerial Unit

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 Confidential Unit

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

Vacant Position - A position that is unfilled.

White (Not of Hispanic Origin) - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.